

NEWS: EUROPE

Frankfurt finally delivers goods

By David Waller in Frankfurt and Quentin Peel in Bonn

THE Bundesbank yesterday ended its cat-and-mouse game with the international financial markets and delivered the cut in interest rates that everybody had been waiting for.

After more than two months of refusal to cut the internationally sensitive discount rate – a stubbornness which led directly to the July upheaval in the European exchange rate mechanism – the German central bank chopped the discount and the Lombard rates by half a percentage point to 6.25 and 7.25 per cent respectively.

The move brought confused and conflicting reactions inside Germany. The German government, in the shape of Mr Theo Waigel, the finance minister, said the move would "support efforts to restore growth within and outside Germany".

German industry, on the other hand, was much more sceptical. The German chamber of commerce and industry (DIHT) described the move as "questionable" in the light of continuing excess growth in money supply. "If interest rates are cut again in spite of excessive money supply growth, the German Bundesbank's money supply-oriented anti-inflation policy will be

thrown into doubt," it said. The DIHT, like many economists, also doubted that the move would have any significant direct effect on German economic growth – because long-term interest rates are already at a historic low point. Its beneficial effect, they said, will only come indirectly

'We would not want to create the impression that Germany doesn't have any inflation problems any more, but they are less pronounced than they were'

through export growth, if other European economies can expand faster as a result of the interest rate move.

Mr Franz-Josef Link, of the IWF economic institute in Cologne, attached to the federation of German industry, cautioned against seeing the latest recovery in the growth rate of gross domestic product – up by 0.5 per cent between the first and second quarters – as anything more than stagnation.

For some time the markets have been expecting the Bundesbank to resume its gradualist approach to interest rate cuts. Long-term interest rates have sunk to 30-year lows in anticipation of further easing and the German stock-market

has for weeks been buoyant. The DAX index of 30 leading German shares closed marginally down yesterday and long bond yields closed unchanged at 6.13 per cent.

There were technical and political reasons for the timing and size of the cut. The technical reason is that

with a visit to Bonn from the French prime minister, Mr Edouard Balladur, not a good moment to cut.

The next meeting is immediately after the International Monetary Fund/World Bank annual meeting in Washington. To cut then might also seem to be howling to outside calls for cheaper money.

These were not the arguments used by the Bundesbank to justify yesterday's move however.

In a terse statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

This positive message was amplified in comments by Mr Helmut Schlesinger, Bundesbank president: he said the pressure on prices was quietening down.

The Bundesbank believes that its gradualist approach has succeeded in restraining inflation – despite signs to the contrary.

"We wouldn't want to create the impression that Germany doesn't have any inflationary problems any more," Mr Schlesinger told the VWD

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

This positive message was amplified in comments by Mr Helmut Schlesinger, Bundesbank president: he said the pressure on prices was quietening down.

The Bundesbank believes that its gradualist approach has succeeded in restraining inflation – despite signs to the contrary.

"We wouldn't want to create the impression that Germany doesn't have any inflationary problems any more," Mr Schlesinger told the VWD

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

This positive message was amplified in comments by Mr Helmut Schlesinger, Bundesbank president: he said the pressure on prices was quietening down.

The Bundesbank believes that its gradualist approach has succeeded in restraining inflation – despite signs to the contrary.

"We wouldn't want to create the impression that Germany doesn't have any inflationary problems any more," Mr Schlesinger told the VWD

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

This positive message was amplified in comments by Mr Helmut Schlesinger, Bundesbank president: he said the pressure on prices was quietening down.

The Bundesbank believes that its gradualist approach has succeeded in restraining inflation – despite signs to the contrary.

"We wouldn't want to create the impression that Germany doesn't have any inflationary problems any more," Mr Schlesinger told the VWD

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

This positive message was amplified in comments by Mr Helmut Schlesinger, Bundesbank president: he said the pressure on prices was quietening down.

The Bundesbank believes that its gradualist approach has succeeded in restraining inflation – despite signs to the contrary.

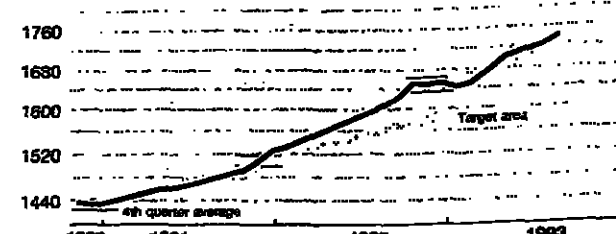
"We wouldn't want to create the impression that Germany doesn't have any inflationary problems any more," Mr Schlesinger told the VWD

in a statement, the bank explained that there had recently been signs of a gradual slowing down of the inflation rate – and that money supply growth was likely to turn out to be less pronounced than had been feared after the Bundesbank's currency interventions last month.

Germany: the economy

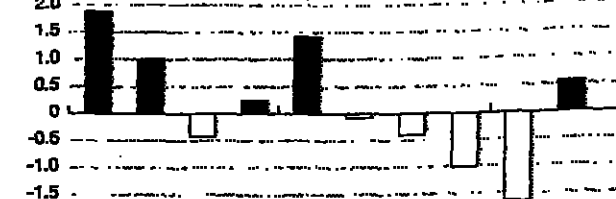
Money supply, M3 (DM bn)

Amount outstanding, seasonally adjusted



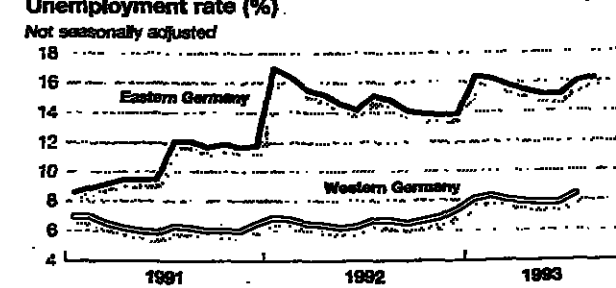
Real GDP growth

Quarter on quarter change (%)



Unemployment rate (%)

Not seasonally adjusted



Source: Deutsche Bundesbank/Datastream

Cautious response from the French

By John Ridding in Paris

THE Bank of France responded cautiously to the German cut, reducing the rate for five to 10 day funds from 10 per cent to 7.75 per cent but leaving the more important intervention rate unchanged at 6.75 per cent.

The German move gives the French authorities more room for manoeuvre in lowering borrowing costs. But the cut in short-term rates, which brings official French rates to their levels before this summer's currency crisis, was seen as a limited step.

"It was the minimum reaction they could have taken," said Mr Christopher Potts, economist at Banque Indosuez in Paris. "Money market rates are already below 7.75 per cent and no one expects them to rise again."

He said the Bank of France would try to bring money market rates down from 7.5 per cent to about 7 per cent in coming weeks, before cutting the intervention rate, the floor for money market rates.

The problem facing the French is the continued strength of the D-Mark. Despite the Bundesbank rate cuts, the French franc lost ground against the German currency yesterday, closing at FF8.55 to the D-Mark in London, about 3 per cent below its former ERM floor.

Despite the widening of the fluctuation bands, the Bank of France has sought to keep the franc relatively stable against the D-Mark. This partly reflects the central bank's need to rebuild its foreign exchange reserves after its unsuccessful defence of the franc in the recent currency crisis.

Economists welcomed the German cut. "If the Bundesbank didn't move, it would have increased pressure on the French to go it alone," said one. They believe French interest rates will now see continued gradual reductions.

Rest of Europe holds tight to Bundesbank coat-tails

By James Biltz and Peter Marsh

The Bundesbank's interest rate cut yesterday allowed several European central banks to follow suit, and may trigger a further easing in monetary policy in the coming days.

But each country in the exchange rate mechanism still faces the dilemma of whether to decouple its monetary policy from that of the Bundesbank, pushing short-term interest rates below Germany's.

The Bundesbank's cut in its discount and Lombard rates was widely interpreted as a move determined by stronger economic data in Germany, in particular a lower level of German money growth than had been expected.

It had little to do with the pressing need to ease the cost of money

in Europe as a whole. "This was a move determined by domestic factors, and subsequent moves will also be determined by those factors," said Mr Brian Hillier, international economist at Société Générale Strauss Turbail.

The other ERM members must decide whether to remain tied to Germany on monetary policy, or to use the freedom provided by last month's ERM relaxation to cut borrowing rates more sharply.

The ERM's operating rules were drastically altered on August 2 when finance ministers agreed to widen the fluctuation limits against the D-Mark from 2.25 per cent to 15 per cent.

But the remaining ERM countries – France, Ireland, Denmark, Belgium, the Netherlands, Spain and

Portugal – have hardly capitalised on the changes by letting their currencies drop against the D-Mark through sharp interest rate reductions.

Instead, they are keen to maintain their currencies' values against the D-Mark to preserve a semblance of the semi-fixed exchange rate system which produced large inflows into their asset markets in recent years.

The caution was underlined yesterday when the Bank of France left its important intervention rate unchanged at 6.75 per cent, even though, in a more technical move, it cut its five to 10 day money-market lending rate.

Belgium and Spain both shadowed the German move more directly, and Denmark cut its 14-day Certificate of Deposit rate by ¼ a percent-

age point earlier this week. But there was no suggestion that any of these countries would ease policy more drastically than Germany does.

However, France, Denmark and Belgium cannot hope to preserve the values of their currencies simply by shadowing every cut in German rates.

Their currencies could come under heavy pressure against the D-Mark if foreign exchange dealers believe that damage is being inflicted to their economies by a failure to cut interest rates.

Nor can they count on the Bundesbank to ease pressure quickly enough to remove that threat. "The Bundesbank is clearly not in a mood to accelerate its gradual programme of cuts in interest rates," says Mr

David Morrison, international economist at the London office of US investment bank Goldman Sachs.

It all adds up to what Mr Ian Gower, an economist at Chemical Bank, calls a no-win situation.

"Either they keep their interest rates on hold, and their currencies die a slow death," he said. "Or they take the more sensible course of cutting interest rates sharply. Their currencies would fall in the short term, but they will appreciate on signs of higher economic growth."

France would be in a strong position to adopt the latter policy. Its economy is fundamentally strong, with a strong trade and current account surplus and low inflation.

But a decoupling of policy would be more traumatic for the Danish and Belgian authorities, who have

seen their respective currencies depreciate in the wake of this week's cuts in interest rates.

The Danish krona may be vulnerable because – following the relaxation of the ERM bands – dealers have tended to place the currency alongside its fellow Scandinavians, the Finnish markka and Swedish krona. Both of these had substantial devaluations last year.

The Belgian franc could be even more vulnerable. Until recently, the move to European monetary union diverted attention away from some of Belgium's serious economic problems, including a public debt-to-GDP ratio of 130 per cent. Following the recent crisis in the ERM, the Belgian franc has fallen more sharply than any other currency in the system.

European industry 'needs to change cost structure'

By David Gardner in Brussels

EUROPEAN industry needs urgently to change its cost structure to compete internationally and preserve jobs, even though many thousands of jobs will go as a result of such a reappraisal.

This was the message of the industrial relations chiefs of two leading European transnational electronics companies, Philips and Siemens, to a Centre for European Policy Studies seminar on employment.

Ms Regina Mathisen, international labour relations manager of Philips, argued that "we have lived in Europe above our means for too long." High wage and non-wage costs, inflexible and short working hours would drive European industry to relocate in areas such as eastern Europe and China, where costs were around a tenth or lower.

Mr Uwe Liebig, international labour policy manager at Siemens, argued that with labour

costs and working hours largely cemented in place by regulations, sacking workers was often European companies' only way out. "Current laws are such that only jobs are freely disposable," he said.

Both cited now familiar figures showing most EC wage and social security costs high above Japanese and US levels, even though Mr Liebig demonstrated that productivity in Belgium, the Netherlands, Italy, Germany and Sweden remains well above levels in Japan and the US.

Ms Mathisen argued that "we cannot compete with these enormous differences in wage costs," and called for a "very high amount of flexibility" on wages, working time, switching of jobs, and in the introduction of much greater automation. A "knowledge-intensive" industrial structure will be Europe's strength, she said, but warned that companies could still get high quality production out of low cost coun-

tries with sometimes lower education standards.

Mr Liebig said Siemens was not considering shifting production out of Europe on any scale. But technological advance was lowering the work content of production, thereby doing away with semi-skilled jobs. At Siemens, these jobs were largely being replaced by more skilled jobs.

Philips employs 240,000 world-wide, but has shed 170,000 jobs in the last 15 years, including 45,000 in the last three, Ms Mathisen said. Employment at Siemens, by contrast, has more than doubled since 1980 to 418,000 in 1992, but Mr Liebig said "we shall have a little less than 400,000 employees worldwide" by the end of September.

Officials from the European Commission, which is preparing a White Paper on the way out of the jobs crisis, said dismantling EC social protection was not the way forward.



Emperor Akihito of Japan and Empress Michiko being welcomed by officials at the start of an official visit to Belgium yesterday

Italy decides to wield public spending knife

By Robert Graham in Rome

THE Italian government was last night due to announce cuts in pension benefits, further streamlining of the health service, a reduction in the number of ministries and a continued freeze on civil service recruitment to save L28,000bn (£11.6bn) in the 1994 budget.

Before the cabinet met late yesterday, the unions lobbied to head-off a freeze on civil servants' pay during 1994. But if a pay rise is conceded this is unlikely to exceed 2.5 per cent – well below projected inflation of 3.7 per cent.

The public spending cuts are an unequivocal signal that the state can no longer afford to support an inefficient, over-manned bureaucracy and a welfare state that has been funded out of debt rather than taxes. The austerity measures are also aimed at Italy's international partners, especially the EC, demonstrating the government's seriousness in cutting back the huge public sector deficit.

The 1994 budget deficit will be held down to about L144,000bn on the latest calculations, compared to

L155,000bn for the current year. This would be equivalent to 9.7 per cent of gross domestic product, still nearly twice the EC average.

But yesterday the Bank of Italy dropped the discount rate from 9 per cent to 8.5 per cent in response to the Bundesbank's move and this promised a further annual reduction of some L7,000bn in the overall burden of Italy's debt.

Mr Carlo Azeglio Ciampi, the prime minister, is seeking to raise L32,000bn through spending cuts and extra taxes. Officials said he had opted to obtain the bulk through spending cuts because fiscal pressure was already high and increased taxes risked being counter-productive.

The cuts are to be focused on pensions. The government last year introduced a reform of the generous state pension system, but this did not go far enough. The new measures will penalise state employees who seek to leave (as they previously could) after 20 years work.

Those leaving the state sector before making 35 years of contributions and the private sector before 38 years will have their payments scaled back progressively the earlier they

retire. At the same time the government is expected to postpone the revision of existing pension payments.

All ministries are being asked to find across-the-board cuts of 3 per cent while the Ministry of Posts is expected to be abolished. Tighter control will be exercised over government procurement contracts, and some 130,000 civil servants risk being switched to new jobs or face unemployment.

Additional income is due to come from the sale of government buildings. But privatisation revenue has been deliberately excluded from the budget. On the fiscal side, the government is due to make minor adjustments to value added tax payments, reduce the scope for tax write-offs on government investment and refine the "minimum tax".

The latter was an attempt to bring the self-employed and professions within the tax net by assessing people on notional incomes for their declared jobs. The tax was strongly contested by trade and professional associations. However, so long as they are seen as the principal source of evasion, the Ciampi government is unlikely to be too sympathetic.

Swiss recovery hindered

By David Waller in Frankfurt

SWITZERLAND is heading for a third year of modestly declining output, with only a slow, weak recovery in prospect next year, according to the Organisation for Economic Co-operation and Development, writes Ian Rodger in Zurich.

It forecasts a 0.6 per cent decline in real gross domestic product this year, after a 0.5 per cent fall last year, and sees only 1.6 per cent growth next year. Recovery will be hindered by poor prospects for exports, by the sharp rise in unemployment, which will limit private consumption, and by the oversupply of commercial buildings, which will dampen construction.

The disappointingly slow fall of inflation will limit the central bank's ability to reduce interest rates. Figures published yesterday showed the annual inflation rate in August rose to 3.6 per cent, from 3.4 per cent in July. The report is remarkable for its mild commentary on Swiss policies. This is in stark contrast to its 1992 report, which made swinging attacks on the high prices of most Swiss goods and services and on the central bank's monetary policy.

German banker rejects state banks privatisation

By David Waller in Frankfurt

GERMANY'S leading public sector banker has condemned suggestions that public sector banks should be privatised as part of the German government's attempts to reduce the role of the state in German economic life.

Speaking in Frankfurt on Wednesday night, Mr Friedel Neuber, chief executive of the Westdeutsche Landesbank (WestLB), the biggest of the Landesbanken which act as house banks to Germany's regional governments, said that any privatisation would endanger the stability and competitiveness of the German banking industry.

He added that suggestions that privatisation of the banking sector could raise DM100bn (\$61.7bn) for central and regional governments were incomprehensible. The figure would be considerably lower, and in any case the one-off benefit to the state from the proceeds would be offset by the long-term damage to the fabric of society and the economy.

The German banking system is divided into three segments – privately-owned commercial banks, state sector banks and

co-operative banks. Mr Otto Lambsdorff, economics spokesman for the Free Democrats party, has been prominent among those calling for state sector banks to be sold off as part of the government's commitment to privatisation, outlined last week in a paper produced by the Economics Ministry.

Although the Landesbanken fulfil duties on behalf of the state governments which own them, they are free to enter into mainstream commercial

lending business as well. A bank such as WestLB, house bank to the state of North-Rhine Westphalia, has accumulated extensive industrial holdings and has played an aggressive role in big business.

It played a key part in Krupp's takeover of rival steel-maker Hoesch last year and it has also built up a large business in the travel sector, most recently acquiring the Thomas Cook travel group.

WestLB's activities have drawn sharp criticism from the private banking sector which complains that the bank is unfairly subsidised by its state sector owners.

They also complain that the bank's activities fit oddly with its status as house bank to the Social Democrat-ruled state of North-Rhine Westphalia.

One result of the three-tier system is that Germany is served by well in excess of 4,000 credit institutions, which has led to suggestions that the country is "over-banked" and that it is likely to be the "steel industry of the 1990s" as the banks face the need for drastic restructuring.

However the banking sector is prospering despite the severity of the recession.

Big trade surplus in France

By John Ridding in Paris

FRANCE achieved a record trade surplus of FF910.88bn (£1.23bn) in May, as exports rose much more quickly than stagnant imports, according to customs statistics announced yesterday.

The surplus was almost double the FF458.8bn surplus recorded in April, which was revised down from FF476.6bn, and was ahead of expectations.

An official at the economics ministry said that May's trade figures demonstrated the competitiveness of French industry. But private economists cautioned against reading too much into the statistics.

They said the sharp downward revision in April's surplus demonstrated the unreliability of trade figures following the introduction of new compilation procedures in the European Communities at the beginning of the year. They added that May's surplus largely reflected the weakness of the French economy.

Imports in the month at FF88.41bn were little changed compared with April's figure. "This reflects depressed spending in the domestic economy," according to Mr Jean-François Mercier, French economist at Salomon Bros.

Exports, however, showed a healthy increase, rising by 6.7 per cent to FF999.29bn. The surplus on trade of industrial and military goods more than doubled to FF3.27bn.

THE FINANCIAL TIMES
Published by The Financial Times
(Europe) GmbH, Nibelungenplatz 3,
60318 Frankfurt am Main, Germany.
Telephone: +49 69 156 350. Fax: +49
69 3964481. Telex: 416193. Represented
by Edward Hugo, Managing Director,
Printer: DVM Druck-Vertrieb und
Marketing GmbH, Adolph-Rosenfeld-
Straße 3a, 63263 Neu-Isenburg (owned
by Hüttenberg International).
Responsible Editor: Richard Lambert,
c/o The Financial Times Limited,
Number One Southwark Bridge,
London SE1 9HL, UK. Shareholders of
the Financial Times (Europe) GmbH
are The Financial Times (Europe) Ltd,
London and F.T. (Germany)
(Advertising) Ltd, London. Shareholder
of the above mentioned two companies
is The Financial Times Limited,
Number One Southwark Bridge,
London SE1 9HL. The Company is
incorporated under the laws of England
and Wales. Chairman: D.C.M. Bell.

DENMARK
Financial Times (Scandinavia) Ltd,
Strømsgade 42A, DK-1161
Copenhagen. Telephone: 33 13 44 41,
Fax: 33 93 53 35.

Cautious response from the French

Healthcare revolution is nigh

Will Clinton's plan mean cheap care or a free lunch? Michael Prowse reports

THE trickle of leaks about the likely content of President Bill Clinton's healthcare plan has turned into a torrent as the White House begins to prepare for the most ambitious social reform since President Lyndon Johnson's Great Society programmes of the 1960s.

Although some of the details of the plan may change before it is formally unveiled later this month, the broad thrust of Mr Clinton's strategy is clear. His political gamble is that the public will accept some new controls on healthcare spending and some restriction on choice of physicians, in return for an unequivocal guarantee that everyone, at all times, will enjoy access to a standard package of healthcare benefits, regardless of age, income or employment status.

The pledge of universal access to care would belatedly bring the US into line with social policy throughout the developed world (at present South Africa is the only other industrialised country which does not guarantee care for all). It is important not just for the estimated 37m Americans (15 per cent of the population) without insurance cover, but for tens of millions of families who fear losing insurance cover should a breadwinner become unemployed or contract a serious illness.

To make good on this pledge Mr Clinton will propose controversial changes in the way healthcare is financed and delivered. He will recommend that employers be legally required to provide health insurance for employees and meet at least 80 per cent of the cost of a policy providing the standard package of benefits.

To allay Republican fears that such a "mandate" on employers will kill jobs by bankrupting small companies, the

White House will propose public subsidies to ensure that the burden on small companies (those with fewer than 50 employees and average annual wages of under \$24,000) is no more than 3.5 per cent of total payroll costs. This would compare with expected payments of 7.5 per cent of payroll for larger companies.

As part of a long-term strategy to reduce costs, Mr Clinton will propose that the US adopts a form of "managed competition". He wants most individuals and businesses to enroll in large healthcare purchasing co-operatives to be known as regional health alliances. (Companies with more than 5,000

fee-for-service medicine. But there would be strong financial incentives to shift people into HMOs, which levy a flat annual fee and thus have a strong incentive to control costs.

Under present plans those opting for fee-for-service schemes would have to pay 30 per cent of the cost of each treatment, whereas those accepting restricted access to doctors under HMOs would pay only a flat \$10 per visit. This would probably cause a rapid shrinkage of fee-for-service medicine.

Mr Clinton has ruled out any direct controls on the price of medical services, including drugs. But the White

House intends to place tight caps on the growth of federal programmes such as Medicare, the scheme for the elderly.

Other more controversial cost-cutting proposals will include limits on the rate of increase in private healthcare premiums (the first time the federal government has interfered with spending in the private sector) and legislation to make corporate healthcare spending in excess of the standard benefits package taxable income for employees (at present there are no limits on tax deductibility).

After the narrow passage of his deficit-cutting budget, Mr Clinton will not be careful to avoid antagonising Repub-

licans. Claiming reforms can be financed mainly by limiting the growth of spending on existing federal healthcare programmes, the White House envisions only a modest increase in "sin" taxes on cigarettes; it has ruled out a general increase in income or consumption taxes.

Several measures, such as subsidies for small business and the pledge that fee-for-service medicine will remain an option for everyone (albeit an expensive one) seem tailored to defuse conservative opposition.

Long phase-in periods for crucial elements of the plan will also increase its chance of success. States, for example, will be able to delay introducing the main reforms until December 1997, well after the next election. For the most controversial proposals, such as limits on tax deductibility, the phase-in period could be as long as 10 years.

Mr Clinton's pledge to guarantee security of access to care for all Americans is likely to have a strong political appeal.

But many specific proposals, such as the mandate on employers to provide insurance for employees, will be hotly opposed. Congress is certain to insist on many modifications to the plan and will probably defer a final vote until next spring.

When the initial enthusiasm for reform dies away, people may wonder whether it is really possible to extend insurance cover to 37m people and improve nearly everybody's benefits (for example by including more generous cover for mental health problems and long-term nursing care) without raising taxes significantly. To veterans of previous bids to control healthcare costs, it sounds suspiciously like a free lunch.

House intends to place tight caps on the growth of federal programmes such as Medicare, the scheme for the elderly.

Other more controversial cost-cutting proposals will include limits on the rate of increase in private healthcare premiums (the first time the federal government has interfered with spending in the private sector) and legislation to make corporate healthcare spending in excess of the standard benefits package taxable income for employees (at present there are no limits on tax deductibility).

After the narrow passage of his deficit-cutting budget, Mr Clinton will not be careful to avoid antagonising Repub-

BA presses for curb on European subsidies

By Paul Betts, Aerospace Correspondent



Marshall: recovery possible

BRITISH Airways is putting pressure on the European Commission to adopt tighter restrictions on government subsidies supporting financially troubled national flag-carrier airlines.

Sir Colin Marshall, BA chairman, said yesterday the UK airline would argue strongly, before a recently formed group of EC "wise men", that recovery for European airlines was achievable without the need for further protection or state support.

The group was set up to analyse and propose possible cures for the European airline industry, which lost \$700m last year.

"Some \$3bn have been pumped into three European airlines in the last three years," he said, adding that, as long as governments continued to support their national carriers, there was little hope of getting airlines in Europe "fit to compete against the big US carriers".

Apart from the \$3bn in state support to Air France, Sabena of Belgium and Iberia of Spain, other European carriers are

administration. In Brussels yesterday, the group started hearings, which will continue next week.

United Airlines, one of the big three US carriers, yesterday also warned the "wise men" that many European airlines were looking to their governments for relief and protection from further competitive inroads by other carriers.

Mr Larry Nagin, United's general counsel, argued such action would be counterproductive.

"The public cost of securing, for a favoured airline, some transitory relief from competition would outweigh the public benefits which the protection would provide," he told the EC committee.

BA is also continuing to press for an agreement by the UK and the US governments to clear the way for the completion of its partnership agreement with USAir.

Mr John MacGregor, UK transport secretary, is to hold further talks in Washington next week on a revision of the existing air service agreement between the UK and US, so as eventually to complete an "open skies" accord by the two countries.

Air ticket systems clash

By Paul Betts

AMADEUS, the computer reservation system (CRS) jointly owned by Air France, Lufthansa of Germany and Iberia of Spain, yesterday reacted angrily to a campaign by its US rival CRS system Sabre, owned by American Airlines.

The latter is accusing Amadeus of delaying new EC regulations on computer travel reservation systems.

The European group claimed

American Airlines was "willfully misrepresenting the issue" by alleging that European carriers and Amadeus were attempting to prevent European travellers benefiting from lower air fares provided by Sabre.

"American actually tried to prove that Amadeus does not allow a travel agency to search for lower fares in a document directed to the EC," said Mr Miguel Vermeiren, Amadeus director of communications.

"We were able to show not

only that Amadeus displayed the same or lower fares than Sabre, but that half of Sabre's fares were out of date."

Amadeus said the issue facing the EC was one of data security and equal chances for CRS distribution.

The EC postponed approval of new CRS rules after protests from several European airlines insisting on separation of an airline's own internal computer systems and the CRS marketed to the travel industry.

Japanese Eximbank backs private loan

By William Dawkins in Tokyo

THE state-owned Export-Import bank of Japan has guaranteed a ¥8bn (\$75m) private sector loan to modernise Greece's railways, in the latest part of a drive to calm strains over the country's trade surplus.

This is a fresh development in Japan's six-year-old strategy of trying to recycle part of its capital surplus in development and aid.

It is the first time the Export-Import bank has guaranteed a loan by private institutions, under the so-called "funds for development" scheme, and the first time a European Community member state has benefited from the scheme.

"This loan to a member of the EC will help improve Japan-EC economic relations, which are clouded by the trade imbalance," said the bank.

The bank's guarantee allows the fixed rate loan, by 11 insurance companies, to have an unusually long maturity, 12 years.

Without the guarantee, the lenders would have been unable to accept the risk, said Mr Masahiko Agata, special adviser to the governor.

The precursor to this scheme was launched in 1987, with a \$65bn package of loans to developing countries, seen at the time as an important gesture to critics of Japan's growing current account surplus.

Of this, the Export-Import Bank of Japan had lent \$23.7bn by the time the scheme was fully disbursed last June.

Lending is untied, in that the recipients do not have to use the cash to buy Japanese goods, though the bank specifies that the borrowers must use the money on development projects.

EC hopes to reform Lomé Convention

By Lionel Barber in Brussels

THE European Commission yesterday unveiled plans to overhaul the Lomé Convention, the much-criticised regime governing trade and aid with 69 African, Caribbean and Pacific countries.

Mr Manuel Marin, EC Commissioner responsible for development policy, said it was vital to introduce tighter controls to counter inefficiency and corruption, while bolstering democratic reform and the private sector.

Mr Marin, a Spanish Socialist, said the Lomé Convention had to be tailored to the new post-cold war world where Africa was competing with other regions such as eastern Europe, Russia and Latin America for EC aid.

Mr Marin called for Lomé funds to target civil society and strengthen democracy, good government and the rule of

law. "It may be unfashionable to say so, but we need to create a national bourgeoisie in Africa," he said.

The 1976 Lomé Convention grew out of the old Yaoundé Convention, where most of the beneficiaries were French colonies. Britain's entry into the EC increased the membership in Africa and widened it to the Caribbean and Pacific, but at the expense of efficiency and coherence. The Fourth Lomé Convention (1990-2000) provides for Ecu12bn (\$14bn) in the form of grants, soft loans and interest rate rebates over the first five years - a 30 per cent increase on Lomé III. But a recent European Parliament report said only one-third of projects produce results.

Mr Marin's most controversial proposal would involve stopping the automatic payment of EC aid money to Lomé clients.

Success of media-free Middle East negotiations gives diplomats food for thought

Hurd hits at role of journalists in Bosnia

By Gillian Tett

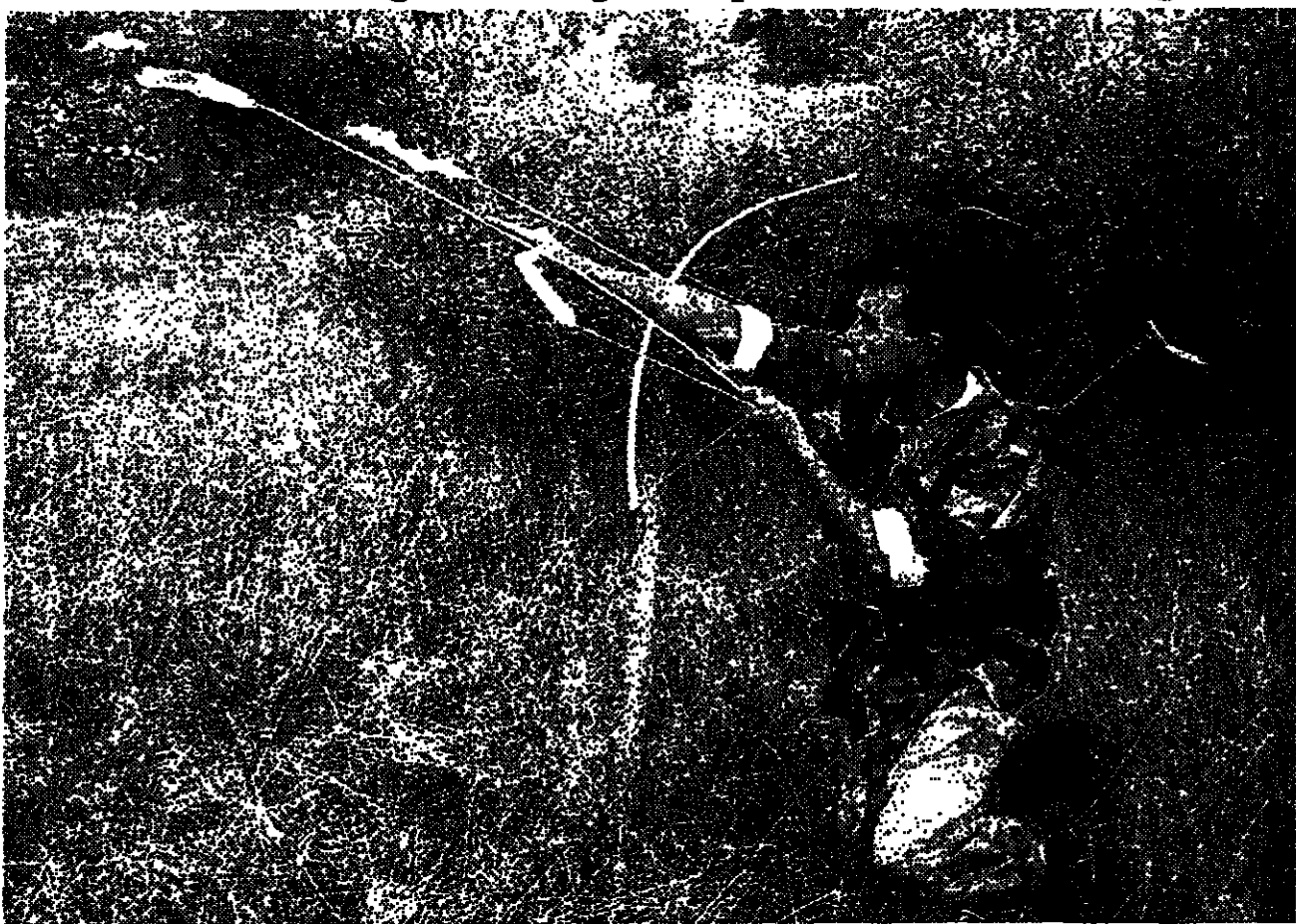
THE language was diplomatic, but the pique was thinly disguised. When it comes to dealing with the delicate world of foreign policy, too much openness - and too many journalists - can sometimes do more harm than good, Mr Douglas Hurd, British foreign secretary, said last night.

The timing of Mr Hurd's attack, made to the London Travellers Club, was not entirely accidental. In recent weeks, the British government has faced strong criticism in British papers over its cautious policy in the Balkans. Today Mr Hurd is due to appear on German television in an effort to deflect even fiercer attacks in the German press.

Meanwhile, the recent outwitting of the press corps over the secret Middle East negotiations has given diplomats food for thought.

"There are some foreign policy subjects where absolute secrecy is possible," Mr Hurd said, pointing out that discretion had been crucial in Britain's negotiations with Argentina after the 1982 Falklands war, or the "two plus four" discussions over the reunification of Germany.

Ignoring the media as earlier



A Serb soldier shoots burning arrows to set fire to a field on the front line near the village of Kanjani, in the UN-protected Serb enclave of Krajina in Croatia, where Serbs and Croats are still fighting

British prime ministers cheerfully did was no longer possible, Mr Hurd admitted. He might have added that the British government itself has lost little time in publicising aid initiatives, culminating in "Operation Irina" last month.

But with coverage liable to concentrate on horror spots, the "something must be done" syndrome left some journalists with much to answer for in Bosnia, Mr Hurd claimed.

Some aid workers and diplomats in the Balkans might agree. The skill with which UN relief workers have orchestrated the media in Bosnia has provoked pique from low profile groups like the International Red Cross. Attempts by the Bosnian parties to fight their propaganda campaigns

through the western press have rarely been welcomed by negotiators in Geneva.

Although the press was barred from Mr Hurd's speech yesterday, the Foreign Office ensured it coverage by faxing his words to the newspapers.

The US has 193 federal free trade zone projects, which let domestic business activity take place as if outside US customs territory. No duties or quotas are charged on re-exports; customs duties and federal excise taxes are deferred and sometimes lowered on finished products which emerge into the US market.

The senior Perot is not a typical entrepreneur, said one Texas observer. He made his fortune not through manufacturing or trade but through US government contracts with his computer business.

His son, in requesting the free trade designation, said Nafta would "benefit the US economy by expanding trade opportunities, lowering prices, increasing competition and improving the ability of US companies to exploit economies of scale."

THE US Commerce Department has approved the establishment of a free trade zone centred on a cargo-only airport near Fort Worth, Texas, which would boost a 20,000-acre development project owned by the family of Mr Ross Perot, the billionaire.

The new Alliance Airport and the surrounding area is envisioned as a crossroads for an export boom for products going on to Mexico and the rest of Latin America.

Mr Perot, a leading critic of the North American Free Trade Agreement, is a minority stockholder in Hillwood Development, which plans to lease land and buildings surrounding the airport to importers seeking more favourable tariff treatment.

Mr Perot's son, Mr Ross Perot Jr, is the majority stockholder and a supporter of Nafta. If the Nafta is approved by the US Congress, the airport project will benefit from its location as a trade hub. If it fails, the free trade zone designation is even more valuable.

The project is expected to bring thousands of new jobs to a sparsely-populated area of Texas. Mr Perot, an independent presidential contender last year, has written a book enlarging on his view that the Nafta will cost the US economy thousands of jobs.

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

The Dallas Morning News said the "contradiction" between the positions of the father and son has "prompted some critics to question whether the former independent presidential candidate is playing both sides of the free trade issue".

NEWS IN BRIEF

Microsoft and Toshiba in Windows deal

TOSHIBA, the Japanese electronics company, has agreed with Microsoft, the US computer software company, to co-operate on Microsoft's future Windows operating system software for new portable computers, writes Michio Nakamoto in Tokyo.

The two companies will develop operating systems for notebook computers and hand-held PCs. Microsoft will develop and hold the licence for the software based on Microsoft At Work, its operating software it is developing to connect office automation equipment, such as fax machines and copiers, to computers. The first such product is expected to be launched next year.

France's largest farm union, the FNSEA, called for a nationwide day of protest on September 20 to press the European Community to renegotiate the Blair House farm trade agreement with the US.

Mr Luc Guyau, the union's leader, said the protest would be on the day EC foreign and farm ministers were due to discuss the pact in Brussels.

Mr Peter Sutherland, Gatt secretary-general, has warned that reopening the Blair House draft agreement would endanger a December 15 deadline for concluding the Uruguay Round of global trade liberalisation talks. He said yesterday the talks would be in crisis unless quick solutions were found to outstanding issues.

Proton's Vietnamese venture

Proton, Malaysian car maker, is to participate in an assembly joint venture in Vietnam with Mitsubishi of Japan and a Vietnamese state company, writes Kieran Cooke in Kuala Lumpur.

Proton, which already co-operates with Mitsubishi in Malaysia, will have a 25 per cent stake in the project. Proton said the venture would concentrate initially on assembling Mitsubishi-made minibuses for the Vietnamese market. Later, Proton cars would also be assembled there. The project's total investment capital would be \$50m.

Obstacle for Chinese bikes

The EC imposed yesterday permanent duties of 30.6 per cent on exports of Chinese mountain bikes alleged to be under-priced, Reuter reports from Brussels.

The duties will be effective from Saturday, according to the EC's official journal, replacing provisional duties of 34.4 per cent imposed in March.

Local manufacturers complained that the Chinese bikes were undermining their market. The Commission found that Chinese prices undercut EC prices by a weighted 59 per cent. The duties will be on all Chinese bicycles, not just the large-tyre, mountain variety.

Cuban private enterprise to return

Cuba took another cautious step towards establishing a mixed economy yesterday when its communist party government authorised limited, individual private enterprise in a wide range of trades, crafts and services, agencies report from Havana.

The move, decreed by President Fidel Castro, lifted a virtual state monopoly of production, employment and sales in Cuba. Cubans predicted the return of private vendors and tradespeople who had disappeared after the last brief relaxation, ended when the usual state control of all economic sectors was re-imposed.

Argentine journalist beaten again

Mr Brian López Echague, a journalist on Argentina's opposition newspaper Página/12, has been attacked for the second time in two weeks, in an apparent wave of attempts to intimidate journalists, John Barham reports from Buenos Aires.

Mr López Echague was picked up early on Thursday by a group of assailants, bundled into an unmarked car and taken to empty land, where he was beaten unconscious.

Last month, two men had beaten him and cut his face with a switchblade, cursing him for investigating allegations that the ruling Peronist party uses hired thugs as "security guards" at rallies so as to prevent heckling.

UN troops chief welcomes US pledge

By Gillian Tett

GENERAL Jean Cot, commander of UN troops in the former Yugoslavia, yesterday welcomed a pledge by President Bill Clinton to send an unspecified number of US peacekeeping troops to Bosnia, saying it would be a welcome boost to the peace process.

However, Mr Clinton's pledge yesterday threatened to add to tensions in western policy on Bosnia, after he insisted the troops would only operate under NATO, not UN, control, and stressed that any deployment would

need full authorisation by Congress.

He said: "If [the deployment] has to be enforced or, if you will, guaranteed, by a peacekeeping force from Nato, not the United Nations, but Nato."

Diplomats yesterday warned that the US insistence on Nato control was likely to be a significant stumbling block, given the insistence of Mr Boutros Boutros Ghali, UN secretary-general, that peacekeepers in Bosnia must be under UN control.

A UN diplomat yesterday said: "This is a very fraught issue. Discussions have been continuing for a long time,

but it remains a big sticking point."

Mr Boutros Ghali yesterday met Russian, British and French officials, apparently to discuss the issue.

British and French diplomats yesterday reiterated that peacekeeping troops would probably need to be under both Nato and UN, in spite of a widespread recognition that Nato is best equipped to run a peacekeeping operation.

Mr Clinton's promise of troops for Bosnia came after he met Bosnian President Alija Izetbegovic. In spite of Mr Izetbegovic's demand that the US launch air strikes against the Serb and

Croat forces to break the siege of Sarajevo and add weight to his attempt to wrest more territory in the Geneva peace negotiations, Mr Clinton refused to set any deadline for air strikes.

Meanwhile Mr Les Aspin, US defence secretary, has cancelled plans to visit Sarajevo next week because of the delay in the Bosnian peace talks, the Pentagon said yesterday.

Mr Aspin will meet US and European defence officials and experts in Brussels on Saturday and make a speech on Sunday morning to the International Association of Strategic Studies.

Indian central bank warns on spending

By Stefan Wagstyl and Martin Wolf in Bombay

THE RESERVE Bank of India, the central bank, yesterday warned the government in New Delhi that it is in danger of overshooting the borrowing targets set in its wide-ranging economic reform programme.

In its 1992-93 annual report published yesterday the bank said government borrowing in July, the latest period for which figures are available, was running at Rs174bn (23.5bn) - more than twice the level for the same month in 1992 and more than three times the level at the end of the last financial year in March.

The reserve bank's warning comes amid signs that the government is under political pressure to boost spending on subsidies and other handouts in advance of crucial state elections to be held in November. Elections are due in four states where the local assemblies dominated by the opposition right-wing Hindu Bharatiya Janata Party were suspended after the sacking of the Ayodhya mosque by BJP supporters. The ruling Congress (I) Party is anxious to avert the danger of the BJP returning to power with increased majorities.

The reserve bank report was generally optimistic about India's economic prospects citing good growth and low inflation. But it expressed "concern" at the rise in government borrowing. Separately, in an interview, Mr C Rangarajan, the central bank governor, said: "We have expressed serious concern to the government at the high level of net credit to the government...we feel that it is now running at a level far above what we regard as a desirable level."

Mr Rangarajan said: "Some strong corrective steps will be required by the government." He said ministers had either to cut spending or raise revenues.

India is finding it difficult to cut government borrowing in line with targets agreed with the International Monetary Fund, which is monitoring its economy. In 1991-92, the first year of reform, the gross fiscal deficit dropped from 8.4 per cent to 6 per cent of GDP. But in the year to March 1993, the deficit fell only marginally to 5.7 per cent of GDP.

For the current year it is running at a similar level, far above the target of 4.7 per cent. Indian officials could face questions about these developments at the annual meeting of the World Bank and IMF later this month in Washington.

Finance ministry officials say the problem is caused partly by a fall in customs revenue due to the slowdown in imports and partly by more spending. Officials also argue that since India's inflation rate is low, delays in cutting the fiscal deficit are not critical. Officials believe borrowings can be restrained after the state elections. Mr Manmohan Singh, the finance minister, said this week: "For the time being the fiscal deficit is not behaving in the manner we would like...but we can take action once these elections are out of the way."

It is not clear the government will have time to address the problem before the financial year ends in March 1994. Only decisive victories in state polls would put the government of Mr P V Narasimha Rao in a strong enough position to cut spending. If the BJP won Congress MPs would be tempted to oppose cuts to maintain party support.

Jobs rule favours lower castes

INDIA'S ruling Congress (I) party has said that 27 per cent of civil service jobs are to be reserved for socially deprived citizens, writes Shiraz Siddiqui and agencies in New Delhi.

But it denied yesterday that the move, announced on Wednesday, was purely for electoral gain with polls due in five states over the next few months.

The announcement came three years after nearly 100 people killed themselves in protest over a similar proposal. Some 22 per cent of government jobs are already reserved for India's so-called disadvantaged castes.

"We have only fulfilled a promise we made 40 years ago in our party manifesto," said a Congress (I) spokesman, reacting to a warning from the Bharatiya Janata Party (BJP), India's largest opposition party, not to "politically exploit" the "sensitive issue".

The Hindu fundamentalist party supported the government's move, but said "no single party could take credit" for implementation of the recommendations by an official commission 14 years ago.



About 1,000 Bangladeshi communists - their numbers dwindling due to defections - march in Dhaka, the country's capital, yesterday with huge portraits of Mao Zedong, Stalin, Lenin and Karl Marx. This year is the 100th anniversary of Mao's birth.

Japan parties 'raised Y173.9bn'

By William Dawkins in Tokyo

JAPANESE political parties reported that they raised Y173.9bn (£1.08bn) last year, but this is believed to be only a fraction of their real wealth.

The figure, in a home affairs ministry annual survey, is around one-third of the actual amount raised, estimated Mr Masayoshi Takemura, chief cabinet secretary and government spokesman.

It does not cover illicit funding, which the government of Mr Morihiro Hosokawa has pledged to attack with strict controls on party financing, to be tabled before the end of the year. On top of this, political parties are obliged to disclose only the

source of donations worth more than Y1m.

Last year's figure was a 6.3 per cent decline from the record Y185.7bn raised in 1991 and the first fall for five years. This is in part a reflection of the impact of the economic slowdown on corporate donors' generosity and partly due to the fact that there was only one election last year, for the upper house of parliament, after several years of frenzied political activity.

Nearly half of the total is donations, with the rest from parties' own fund-raising activities, such as tickets for lavish receptions, subscriptions to party publications or membership fees.

Mr Hosokawa's own Japan New Party, founded in May 1992, put in a spirited start

on the fund-raising trail by raising Y609m in the same year. The seven coalition members raised Y84.9bn, said the report.

Singly, the coalition members' fund-raising power pales beside the Communist party, which told the ministry that it raised Y33.6bn last year. Curiously, that compares with Y25.5bn raised last year by the LDP, the former government party, many times larger than the Communists.

The Communists' income is unusually high because it includes earnings from its popular newspaper, Akahata or Red Flag. The LDP figure is at the same time deceptively low because it only includes centrally raised funds, and not those raised by the party's factions.

Japanese cut costs of labour

THE economic downturn has forced 60 per cent of Japanese companies to trim employment costs, according to a labour ministry survey, writes William Dawkins.

Cars and steel were among the six out of eight sectors surveyed which told the ministry they had less work in late August than earlier in the summer. This bodes ill for the Bank of Japan's quarterly survey of business confidence, considered the most important indicator of corporate intentions, due out today.

Companies' methods of cutting labour costs included staff relocation, practised by 21.6 per cent of the 1,000 companies surveyed; lending employees to other companies, practised by 11.4 per cent; and temporary lay-offs, in the case of 7.6 per cent. A small proportion, 1.5 per cent, have dismissed people or made early retirements.

So far, Japanese industry has avoided big redundancies, so that unemployment has been contained at 2.5 per cent, according to official figures. Ministry officials believe widespread redundancies are unlikely because companies fear being short of workers when an upturn materialises.

NEWS IN BRIEF

Pakistan central bank in independence move

Pakistan's central bank is expected to be given more independence on monetary and administrative policies in a presidential ordinance due next week, senior officials said yesterday, writes Farhan Bokhari in Karachi.

Plans for greater central bank independence were announced recently in the economic reform programme of Mr Moen Qureshi, the caretaker prime minister. He is due to leave office after elections on October 6.

The proposals under consideration include allowing the State Bank of Pakistan to recruit its own staff members without seeking clearance from the federal government in Islamabad, new powers to control the money supply and independence in regulating the activities of commercial banks.

The new measures are meant to control the chronic problem of a large budgetary deficit, caused by several years of uncontrolled government spending.

The new ordinance is expected to allow the central bank to clearly set the limits for deficit financing without government interference, Mr Mohammad Yaqub, the bank governor said this week.

Abiola to return 'on Sunday'

Thwarted presidential candidate Moshood Abiola, widely believed to have won Nigeria's annulled June election, will return home on Sunday from abroad where he has been lobbying for foreign support, his deputy said, Reuters reports from Lagos.

"We decided that it is time he should return home," Mr Baba Gana Kingibe, Mr Abiola's running mate in the election said. Mr Abiola has been abroad since August 3 canvassing international support for his claim to the presidency and has twice postponed returning to Nigeria for fear of his security.

"We advised him to come back on Sunday because we think it is safe for him to do so and he has agreed," Mr Kingibe said.

Aid worth \$119m for Cambodia

International donor countries pledged \$119m (£77m) in new financial aid to Cambodia to help Phnom Penh rebuild its war-torn economy, Reuters reports from Paris.

The aid package was announced yesterday at the end of a two-day meeting of the International Committee for the Reconstruction of Cambodia which includes 31 donor countries and 11 international organisations.

The assistance came on top of \$880m granted to Phnom Penh in June 1992 at a ministerial conference in Tokyo.

The fresh donations included \$20m from Japan and FF62m (£7.06m) France pledged at the start of conference on Wednesday.

China, UK end latest HK talks

China and Britain closed their 11th round of talks on Hong Kong political reforms yesterday agreeing to meet again in two weeks as they strive to resolve a bitter dispute over democratic change, reports Reuters in Beijing.

The official Xinhua news agency said the next round of talks would take place in Beijing from September 26-27, close to the time when the two countries' foreign ministers are expected to meet at the United Nations General Assembly in New York.

The talks, which have dragged on since April, are aimed at working out differences over Hong Kong Governor Chris Patten's plans to implement limited democratic reforms in the British colony before handing it back to Beijing in 1997.

The Patten proposal has enraged Beijing, and the talks have struggled along for months with no apparent sign of progress.

N Korea rejects N-talks

Negotiations to resolve suspicions about North Korea's nuclear programme reached an apparent impasse yesterday after Pyongyang rejected talks on the issue with Seoul, writes John Burton in Seoul.

North Korea said it would not hold discussions with South Korea until Seoul accepted conditions it has already rejected.

The demands from Pyongyang include Seoul ending military exercises with the US. It also says it wants South Korea to stop seeking international co-operation on the nuclear issue, apparently to isolate Seoul from US support.

Seoul wants to conduct mutual nuclear inspections, which the two Koreas agreed to conduct when they signed a non-nuclear pact in late 1991.

Up front, most banks look like solid business partners.

But will they back you up when the going gets tough?

Just because it says it's a bank on the impressive façade doesn't necessarily guarantee that you're always dealing with a reliable business partner.

Fortunately, if you see the name ABN AMRO Bank over the door, you can be sure that you're dealing with one of the world's most rock solid financial institutions.

Our financial base represents US\$ 242.7 billion in assets and US\$ 9 billion in shareholders' equity, placing us among the world's top twenty banks. Moreover, our bank comfortably meets the capital adequacy ratio set by BIS and EC.

Our goal is long-term relations with our clients, which explains why we've been in South America more than 75 years, in the Far East

for over 150 years. What's more, our associates know that they can rely on us as business partners not only in good times, but also when the going gets tough.

Take our branches in Lebanon, for example, which since they opened their doors in 1954 have only been shut for 20 days. Needless to say, that presupposes really committed staff. But even more significant is the fact that you'll be working with a bank which looks further ahead than tomorrow. Or even the day after tomorrow.

CREATING THE STANDARD IN BANKING.

ABN AMRO Bank

ARGENTINA, AUSTRIA, AUSTRALIA, BANGLADESH, BELGIUM, BRAZIL, BRITISH WEST INDIES, CANADA, CHINA, CZECH REPUBLIC, DENMARK, ECUADOR, FINLAND, FRANCE, GERMANY, GREECE, GREAT BRITAIN, HONG KONG, HUNGARY, INDIA, INDONESIA, ISRAEL, ITALY, JAPAN, KENYA, KOREA, KUWAIT, LEBANON, LUXEMBOURG, MALAYSIA, MEXICO, MOROCCO, NETHERLANDS, NETHERLANDS ANTILLES, PAKISTAN, PANAMA, PERU, POLAND, PORTUGAL, PUERTO RICO, ROMANIA, RUSSIA, SAUDI ARABIA, SINGAPORE, SPAIN, SWEDEN, SWITZERLAND, THAILAND, TRINIDAD, TURKEY, UNITED ARAB EMIRATES, UNITED STATES OF AMERICA, URUGUAY, VENEZUELA, ZAMBIA, ZIMBABWE. HEAD OFFICE: PO BOX 1000, 1000 AB, AMSTERDAM, THE NETHERLANDS. TELEPHONE 020 500 00 00.

NEWS: UK

Ford plant in US may build new Jaguar

By John Griffiths

THE UK workforce at Jaguar, Ford's luxury car division, will face competition from at least one rival Ford plant in the US to build the new "small" XJ300 saloon for launch in 1998, it was acknowledged yesterday.

Executives at Jaguar's Coventry headquarters said they still considered the UK to be the most likely production centre. The new car is intended to be built at a rate of up to 70,000 a year.

Jaguar said yesterday: "We will have to go to the Ford board with a recommendation as to where it should be built, based on tightly-researched comparisons between the West Midlands and possible US plants."

A decision is still nearly 18 months away, but the centre of gravity of Jaguar's sales this year has started moving strongly towards north America.

Jaguar expects the US to be by far its largest single market this year, and to account for about 14,000 of a projected world total of 29,000 sales. That is twice the likely sales level in the UK, Jaguar's next biggest market.

Performance in the US is being enhanced by an order worth \$16m for 500 XJ6 saloons from the Budget car rental group. The order, announced yesterday, gives Jaguar a foothold in North America's huge luxury car rental market. The deal was described by Jaguar's north American president, Mr Michael Dale, as "a major breakthrough".

Lehman Bros faces writ for £100m

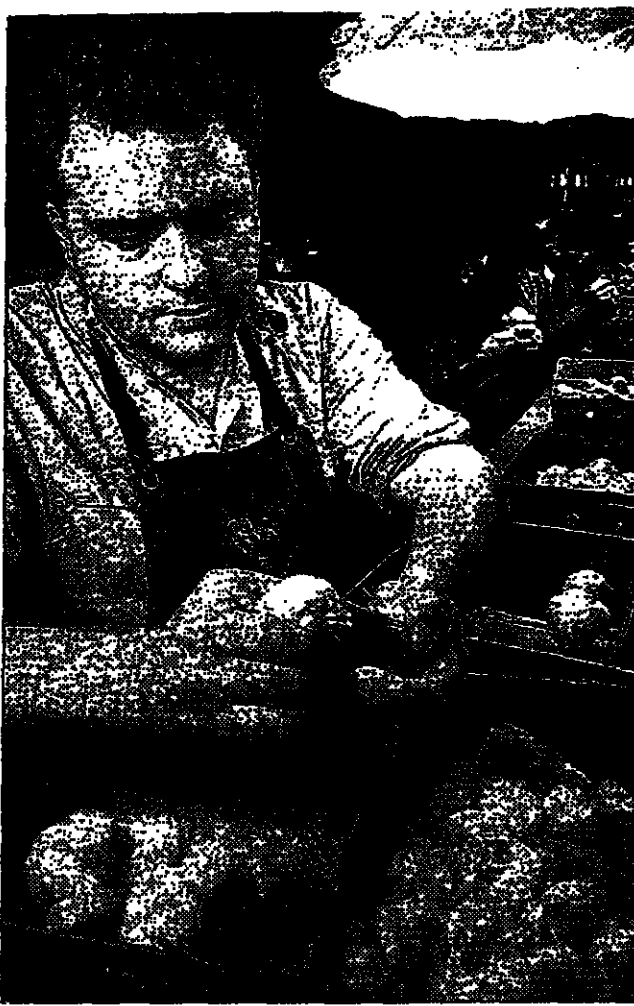
By Norma Cohen, Investments Correspondent

Administrators to the manager of the Maxwell company pension funds have filed a writ seeking £100m from Lehman Brothers International, the US investment bank owned by American Express.

The writ alleges that officials of Lehman Brothers International entered into a series of "stock lending" agreements which it knew were highly unusual in which Bishopsgate Investment Management, the Maxwell-owned fund management company, borrowed increasing amounts of US Treasury bills.

The writ alleges that as early as October 1990, Mr Mark Haas, Lehman's Head of international stock lending, knew that stocks being offered as collateral for the borrowings of US Treasury securities were in fact those of the pension funds. The writ details a conversation between Mr Haas and Mr Timothy Daily, then head of Stock Lending at fund managers Invesco MIM. Mr Daily was questioning why the Maxwell pension fund investment portfolio managed by Invesco had been turned over to Lehman.

The writ alleges that Mr Haas informed Mr Daily that the stock lending arrangements were not normal and that Robert Maxwell was in financial difficulties. Lehman Brothers rejected the claim by BIM. "We engaged in bona fide business transactions under a legitimate stock loan arrangement with a regulated counterparty and had no notice of any impropriety."



An operator assesses floodings in a factory

EC supports a lost art

By Lisa Wood

THE EUROPEAN Social Fund is giving grants to train long-term unemployed men and women in a lost art - sorting out the males from the females among day-old chicks.

The skills are in such demand that 30 trainees, at present on eight-month part-time courses, have been offered starting salaries of

£15,000 a year if they successfully complete the training. An experienced sear can earn up to £40,000. Chickens need to be sexed so they can meet customer requirements - males for fattening-up and females for laying eggs.

The skill of sexing has been in decline in Britain and poultry breeders have been hiring Japanese or Korean workers.

Britain in brief



Only seven bids received for 19 pits

Private sector mining companies have bid to operate just seven of the 19 pits put out to tender by British Coal following its decision to close them.

The final tally is even fewer than expected earlier this week, when the deadline passed for the last tranche of five pits to be put out for licensing.

That is because RJB Mining has withdrawn a bid for Eastington colliery in County Durham. RJB and British Coal were unable to agree who should bear the costs of pumping water in the area. British Coal will now prepare the pit for closure along with others for which there are no bids.

Three of the 19 are the subject of tenders which involve the use of surface assets only. The final tally is a blow for thousands of miners who have been made redundant by British Coal, and provides little comfort for the government as it prepares for a fresh round of closures among the 30 pits still operated by British Coal. There has been no interest from overseas mining groups.

Heseltine on way back

MR MICHAEL Heseltine, trade and industry secretary, is set to return to work at the end of this month after a rapid recovery from the heart attack he

suffered in Venice in June. The return of Mr Heseltine, one of the cabinet's most forceful communicators, will boost government hopes of political recovery this autumn from the disasters of the past year.

Mr John Major, the prime minister, will look to Mr Heseltine to carry the government's message to the country in a way that few other ministers are able to manage.

Air season ticket launched

British Midland Airways, the UK independent airline, is introducing a season ticket fare which it claims will save between 37 per cent and 65 per cent for business travellers on busy European routes.

The scheme, called Diamond EuroPass, will entitle business travellers to five fully flexible business class return journeys on any BM direct international route within three months of purchase.

Settlement warning

The Bank of England should be wary about taking on the operation of an equities settlement system because it might interfere with its role as a regulator, a study sponsored by the Corporation of London has concluded.

The City Research Project concluded that the collapse of Taurus had not damaged the reputation of the City as much as some commentators had imagined. In the aftermath of that collapse, the Bank of England had proposed a successor system, known as Crest, which it or a commercial vendor might operate.

The study said there was no reason why settlement cannot be accomplished through independent and competing agencies, such as Euroclear or Cedei which currently aid in

the settlement of Eurobonds and international equities. The study found that like London, other leading trading centres had failed to achieve securities settlements within three days of a bargain being struck.

Lloyd's payments rise

Lloyd's of London is to spend nearly £500,000 on extra payments to 37 business executives who sit on its market and regulatory boards in a bid to improve the standard of management at the insurance market.

Mr Peter Middleton, chief executive, said the changes were necessary to "make sure we can get quality people". He said that including regular fortnightly meetings and background reading, board members could expect to spend between ten and twelve hours per week on Lloyd's matters.

Industry review

Mr Kenneth Clarke, the chancellor, last night announced a review of the role of financial institutions in funding industry, in particular small businesses.

The review, to be carried out by Mr Anthony Nelson, economic secretary to the Treasury, will focus on whether business has access to the funds it needs.

Retail boost

Retail sales rose again last month, but shop managers still lack the confidence to put up prices, a Confederation of British Industry survey showed yesterday.

The CBI said another increase in sales in August was accompanied by the lowest year-on-year rise in shop prices in the 10 years since the survey was first conducted.

Shell chief protests at stores

SOME rural petrol stations operated by large integrated oil companies such as Shell could close if competition from hypermarkets continues unabated, Sir John Collins, chairman and chief executive of Shell UK, said yesterday.

Robert Corzine writes.

Sir John said in the company's annual energy review that competitive pressures were

undermining the "old public-services undertakings" by which the big oil companies ensured countryside access to fuel supplies at uniform prices. He said such undertakings were becoming "an untenable anachronism".

The growth of shopping centres is contributing to the decline in the market share of shops in small town centres,

says a report by Hillier Parker, chartered surveyors.

Unlike North America, where shopping centre developments had resulted in the creation of many new trading locations over the last 40 years, shopping centre development in the UK had mostly taken place within existing town centre shopping areas.

Canary Wharf close to rescue

By Robert Peston

THE JUBILEE Line Underground railway extension to Canary Wharf in east London is almost certain to go ahead after months of negotiations between banks and the government over the private sector's promised £400m contribution to the project.

The rescue of Canary Wharf, which was built by Olympia & York of Canada - the world's

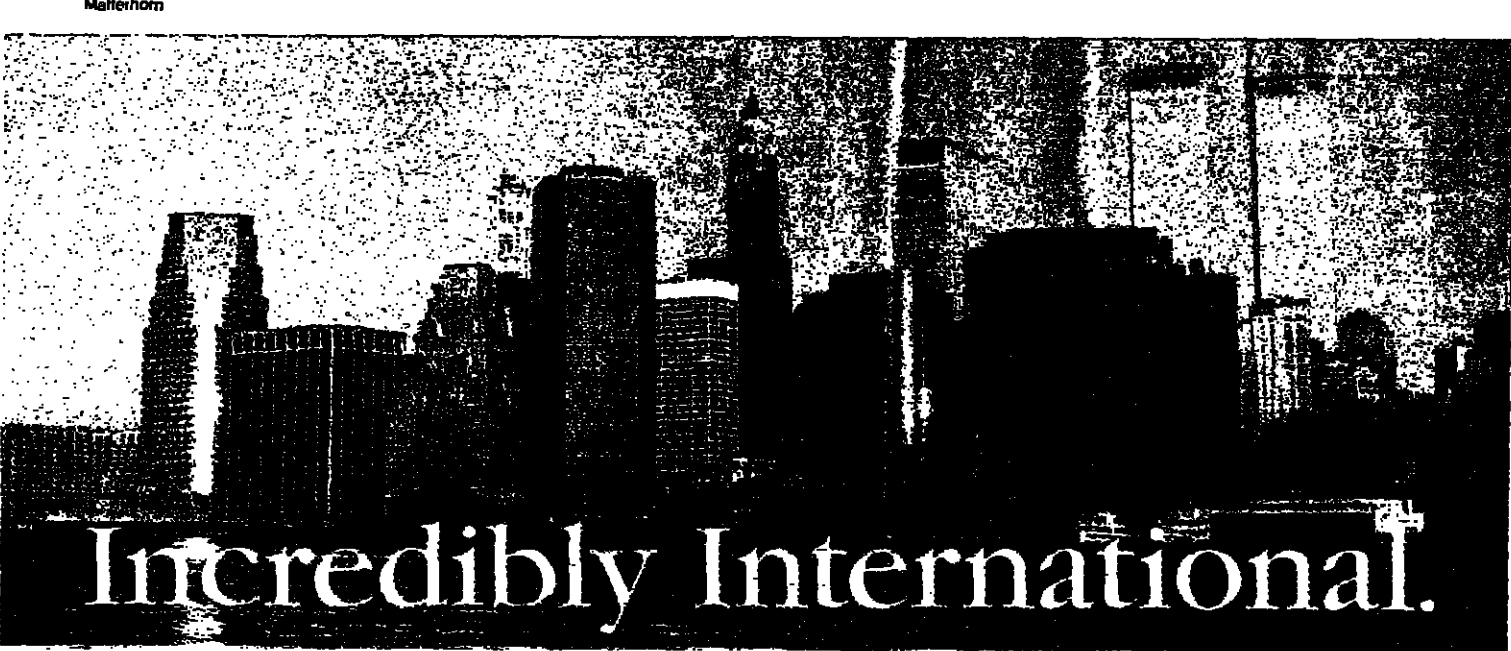
biggest property developer until it collapsed last year - has depended on agreement being reached with the UK government on building the Jubilee extension.

According to a banker to the project, all material disagreements with the government have been resolved.

Following the agreement on funding the line, 11 commercial banks led by Lloyds of the UK will today announce details of a complicated financial

reconstruction of Canary Wharf, which has been in administration under UK insolvency procedures for more than a year. The 11 had lent £600m to fund its construction.

Banks have been prepared to inject new funds into Canary Wharf and provide incentives to potential tenants only if they were confident that the Jubilee would be built. They regard an Underground link to Canary Wharf as vital to its commercial prospects.



Consistent service quality and far-sighted strategic thinking are the foundations of Credit Suisse's international success. As the oldest of Switzerland's three big banks, we are totally committed to the solid traditional values for which Swiss banking is famous.

But our activities extend far beyond Switzerland. Credit Suisse, in partnership with CS First Boston Group, Inc., is one of the world's premier financial services groups. We operate effectively in every market, offering expert service with a global horizon.

We do more to keep you at the top.



Zurich (Head Office) - Abu Dhabi - Atlanta - Beijing - Berlin - Bogota - Buenos Aires - Cairo - Caracas - Chicago - Frankfurt - Geneva - Hong Kong - Houston - Johannesburg - London - Los Angeles - Luxembourg - Madrid - Manama (Bahrain) - Melbourne - Mexico City - Miami - Milan - Monte Carlo - Montevideo - Montreal - Moscow - Munich - Nassau (Bahamas) - New York - Nuremberg - Osaka - Paris - Rio de Janeiro - Santiago - San Francisco - São Paulo - Seoul - Shanghai - Singapore - Stuttgart - Taipei - Tehran - Tokyo - Toronto - Vancouver - Vienna

Member of IMRO, SFA and the London Stock Exchange



KUWAIT OIL COMPANY (K.S.C.)

TENDER NO: S-T/1993/19

SALE OF SURPLUS EQUIPMENT

Kuwait Oil Company (K.S.C.) invites interested local and international Contractors and others who wish to participate in the above mentioned Tender for sale of Surplus Equipment on "AS IS WHERE IS" basis, in accordance with the "General Conditions for the Sale of Surplus Equipment" contained in the Tender, to collect the Tender documents from Contracts Department, Kuwait Oil Company, Ahmadi, Kuwait during Company normal working hours from Saturday, 11-9-1993 against the payment of KD. 100/- (One Hundred) per set, non refundable.

Bids shall be delivered by hand into the Tender Box at the above address between 0800 hours and 1500 hours on Saturday, 6-11-1993. Late bids will not be considered.

Given below is a brief description of the items of Equipment offered for sale:

Group	Title	Manufacturer	Total
1.	Tractor Crawlers with Winches	Caterpillar	21 Nos.
2.	Tractor Crawlers with Ripper and Winch/with Draw Bar	Caterpillar	3 Nos.
3.	Excavators with Boom Extension & Bucket	F.B. Lincoln	13 Nos.
4.	Batch Plant	Hymo	1 No
5.	Concrete Buckets	Gar-Bro/Pamono	15 Nos.
6.	Rock Drill	Atlas Copco	6 Nos.
7.	Pump-Water Centrifugal 4000 Gals/Min	Worthington	2 Nos.
8.	Welding Machines, 250,300,400 Amps	ESBA/Incon/Nomad	42 Nos.
9.	Trailers	Holland/Creekside	15 Nos.
10.	Generators upto 6.25 KVA	Dayton/Wilson/Groben/Robinson/Coleman	17 Nos.
11.	Construction Equipment Attachments	Variety	56 Nos.
12.	Athley Wagons	Fabricated	43 Nos.

Unions protest to ILO on labour law

By Robert Taylor,
Labour Correspondent

THE Trades Union Congress has complained to the Geneva-based International Labour Organisation about new UK legislation which allows employers to deny pay increases to employees who refuse to sign personal contracts requiring them to give up their rights of union representation.

Mr John Monks, TUC general secretary, said at the annual conference of the congress in Brighton yesterday that this provision of the Trade Union Reform and Employment Rights Act was "a clear violation of the key ILO convention on the right to organise and

collective bargaining". He acknowledged that the ILO lacked the legal powers to force the government to amend the legislation, but said that the congress should keep up the pressure and expose the failure of employment rights in Britain to reach international labour standards.

Keith Brookman, confederation general secretary, "We will be asking consumers to stop and think before they buy their next washing machine, saucepan and car." The union will also try to persuade municipal authorities controlled by the opposition Labour party to change their purchasing policies.

In recent years the ILO has upheld several complaints from the congress. It has criticised the British government for unilaterally abolishing the negotiating rights of the teachers' unions; failing to put an end to the blacklisting of trade unionists by employers; and allowing the dismissal of work-

ers engaged in lawful industrial action.

The congress is preparing a campaign over the government's scrapping of union rights at its intelligence centre at Cheltenham in western England almost 10 years ago. Mr Monks said the congress would continue to support the unions at Cheltenham. "The freedom to join an independent trade union is a fundamental human right and the Trades Union Congress will not allow that right to be taken away", he said.

Mr Michel Hausenne, the ILO director-general, said at the conference yesterday that "social justice should become a central objective of economic policy".

He added that while fundamental standards such as freedom of association for workers and other basic human rights were "timeless and universal", more specific technical standards such as working hours and laws on health and safety needed to be adapted to changing conditions.

Mineworkers' union president Mr Arthur Scargill attacked the congress for not calling a strike last October over the government's pit closure plans. "The TUC failed to seize the moment," he told delegates.

A motion was passed calling for the return of the coal industry to the public sector after it is privatised.

Minister evades Maastricht lynching

By Chris Tighe

IT WAS, as Hexham magistrate Mrs Muriel Bowman observed, "a procedure we rarely see".

Yesterday's business in the north of England market town was special; a last-ditch attempt to throttle the Maastricht treaty by laying seven charges of treason against the British ministers who signed it: foreign secretary Mr Douglas Hurd and former Treasury minister Mr Francis Maude. The crime of treason under English law still carries the death penalty.

The case had to be considered a serious issue by the magistrate even if some of the audience of media representatives found it comical. The men behind the legal move, businessman and Conservative political economist Mr Rodney Atkinson and Freedom Association chairman Mr Norris McWhirter, earnestly addressed Mrs Bowman.

The statutes they cited were impressive, from the Coronation Oath Act of 1953 and the 1795 Treason Act to the Magna Carta.

"These are seven cases which we have established, because of the signing of the Maastricht Treaty, are contrary to the laws and statutes of the United Kingdom going back over many centuries," said Mr Atkinson.

Mrs Bowman handed the case on to the Crown Prosecution Service for a decision after a three-minute hearing. Mr McWhirter was asked afterwards if he really wanted the two politicians to be executed.

"The Queen can always exercise the prerogative of mercy, provided of course by that time she's not Mrs Elizabeth Windsor, European citizen," he replied.

If their main target was worried, there was no sign of it. Mr Hurd was 300 miles away at a Downing Street Cabinet meeting and was not represented in court.

"I don't think he should quake before the scaffold or anything," said Mr Atkinson reassuringly.

Electricians readmitted amid anger

By Robert Taylor

THE Trades Union Congress voted after an exceptionally bitter debate yesterday for the return of the expelled electricians to the TUC as part of the AEEU engineering union. The electricians, then in a separate union, were expelled in 1987 amid allegations about poaching members of other unions.

Delegates at the annual conference of the congress voted by 4,303,000 to 2,837,000 for the peace formula that should return the electricians to the congress this month.

But Mr Bill Morris, general secretary of the TGWU transport union, said he had no regrets over the savage attack he made on the electricians in which he tore up a written guarantee that the AEEU would abide by congress rules.

"We have been the victims of plundering and pilfering," said Mr Morris. "What has been agreed today by congress is a short-term fudge which won't last. We will have the same drama next year."

It took intervention by Mr John Monks, congress general secretary, to calm the highly charged atmosphere. "I bet the government has loved this," he said of the dispute.

Race probe into legal exam continues

By Robert Rice,
Legal Correspondent

IN THE 1991-92 academic year, ethnic minority students taking the British Bar finals exam, which graduates must pass to qualify as barristers, had a failure rate nearly three times that of white students.

However, an inquiry into allegations of racial discrimination at the Bar's law school has found no evidence of direct discrimination, according to an interim report published yesterday.

The inquiry, set up earlier this year and chaired by Dame Jocelyn Barrow, did not rule

out the possibility of indirect discrimination and of direct discrimination in some cases.

In the 1991-92 academic year, 44.7 per cent of ethnic minority students failed the exam compared with only 16 per cent of white students.

The results for this year showed an improvement, but their failure rate was still more than double that of white students. Just 12 per cent of white students failed the exam in 1993 compared with 30 per cent of ethnic minority students.

Dame Jocelyn said the committee of inquiry had drawn no firm conclusions about the reasons for the disparity in the pass rate. Research was continuing and the committee would be carrying out a review of 30 cases next month.

While poorer prior academic performance could account for part of the disparity, a substantial difference still remained.

The committee had identified some problems relating to teaching assessment and review, she said. Potential solutions included the introduction of a double marking system and the appointment of external examiners, a review of the scholarship system to ensure funds go to those most

in need and improvements in staff-student communications.

Mr Justice Latham, vice-chairman of the Council of Legal Education, welcomed the interim report and its potential solutions.

He said the council was particularly concerned about the financial hardship affecting ethnic minority students, only 25 per cent of whom received grants compared with 44 per cent of whites. The CLE would be pressing for more grants, loans and scholarships to help them.

The committee's final report will be published in March.

show convictions for minor offences and cautions which do not appear in the national criminal records system.

The cost of vetting is estimated to be about £12 for a check of national records, while a check of local records as well would cost about £17. The police carry out about 800,000 checks a year, some two thirds of which are for child protection.

While the question of charging raises problems of cost for the voluntary sector, most attention is likely to focus on the idea that such an area as sensitive as vetting, involving

access to police records, could be handled by the private sector.

The paper acknowledges that when the House of Commons Home Affairs Committee recommended the creation of an independent agency, it envisaged that this would be in the public sector.

However, the paper argues that in principle there is no reason why the private sector should not run the service, provided that it is strictly monitored.

Comments on the paper are invited by the Home Office by the end of the year.

Vetting of criminals may be privatised

By Alison Smith

A NEW BASIS for the use of criminal records as a way of vetting employees is suggested by the government in a consultation paper published yesterday.

While the idea of creating an independent self-financing agency to administer vetting arrangements appears likely to command support, the suggestion that it might be privatised will prove more controversial.

The paper also proposes legislation to allow the police to charge for making checks on prospective employees' criminal records, and puts forward new criteria for vetting checks.

These include extending existing rules to protect the vulnerable, such as children and the elderly, who are in contact with individuals who may be applying for posts in children's homes other areas of social services and charitable work.

The arrangements for giving information on local police records could be tightened up, to define more closely both what can be disclosed and the posts for which such checks could be made. Local records

show convictions for minor offences and cautions which do not appear in the national criminal records system.

The cost of vetting is estimated to be about £12 for a check of national records, while a check of local records as well would cost about £17. The police carry out about 800,000 checks a year, some two thirds of which are for child protection.

While the question of charging raises problems of cost for the voluntary sector, most attention is likely to focus on the idea that such an area as sensitive as vetting, involving

access to police records, could be handled by the private sector.

The paper acknowledges that when the House of Commons Home Affairs Committee recommended the creation of an independent agency, it envisaged that this would be in the public sector.

However, the paper argues that in principle there is no reason why the private sector should not run the service, provided that it is strictly monitored.

Comments on the paper are invited by the Home Office by the end of the year.

UK FINANCIAL DIRECTOR

INITIALLY BASED IN GERMANY

£50,000 + BENEFITS

Throughout the world our client's name is synonymous with quality, excellence of service and a wide range of electrical and electronic products. Our client has operations in more than 130 countries in Europe, America, Africa, Asia and Australia.

The UK subsidiary has a turnover in excess of £225million with some 1,200 employees in both sales and manufacturing.

The company is seeking to appoint a Finance Director designate. Following an extended induction programme based at the head office in Germany, the successful candidate will return to the UK to assume responsibility for the traditional finance function together with the logistics, distribution, IT and purchasing functions.

Aged 32-38 and of graduate calibre, the ideal candidate will combine a recognised accounting qualification with a successful track record in the finance function of a reputable industrial company. Probably currently at Finance Controller level he/she will also have had some exposure to the broader logistics, distribution and IT functions. Linguistic ability, a keen sense for corporate culture and ambition for an international career are key criteria for the role.

This is an excellent opportunity offering a clear progression path with a world leader in its field.

For further information please write enclosing a comprehensive C.V. to Mr J Porter, HR Advertising, 5 London Wall Buildings, Finsbury Circus, London EC2M 5NT. All applications will be forwarded directly to our client who will conduct the interviews.

ADVERTISING
working together to achieve results

GROUP FINANCE DIRECTOR

South West Lincs.

£50,000 (incl. bonus), car, benefits

The Group is a part of one of the world's leading industrial corporations with interest in manufacturing and distribution, generating world-wide revenues in excess of \$8 billion.

The position is with a division which has manufacturing locations in the U.K. and France with sales of £30 million. This post has been created with an overall remit to maximise the potential of recent and proposed acquisitions.

The successful applicant will be responsible to the Group Managing Director with all areas of financial management and control, including:

- full accounting and business records for the European operations;
- co-ordination of corporate financial reporting requirements with those of the operations management;
- ensuring that detailed cost centre budgets are maintained in support of all overall financial goals;
- participation with the management team to define the strategic direction of the Group.

Candidates should be over 35, be well qualified and possess drive and the ability to work hard under diverse operational conditions. Apply enclosing curriculum vitae to E. J. Campbell, Grimwood, Gerrards Place, Skelmersdale, Lancs WN8 9SH.

APPOINTMENTS ADVERTISING

appears every Wednesday & Thursday (UK) & Friday (Int'l only)

Finance Director

£ Negotiable, relocation plus benefits & car
Rural N.E. England

Cleveland Structural Engineering Limited is a wholly owned subsidiary of Trafalgar House and is engaged in the Design, Fabrication and Construction of Suspension Bridges and other major steelwork projects within the UK and Overseas.

As a result of internal promotion, the Company is now seeking to appoint a Finance Director. Reporting to the Managing Director, the successful candidate will take specific responsibility for the Company's Finance and IT functions - both within the UK and its International Operations. They will be a team player, commercially aware and capable of contributing across the whole range of the Company's activities.

Candidates will be Graduate Chartered or CIMA Accountants and must have previously worked within the Construction Industry at Board level. Strong international experience is essential together with a good working knowledge of IT.

Interested applicants are assured of complete discretion and may apply by forwarding a letter and accompanying CV, marked "strictly private and confidential" to: M A Rawbone MIPM, Personnel Manager, Cleveland Structural Engineering Ltd., Yarm House, Yarm Road, Darlington, DL1 4DE. Telephone: Darlington (0325) 381188.

Alternatively, an informal discussion may be held by telephoning the Personnel Manager at the above address.

CLEVELAND
STRUCTURAL ENGINEERING



Group Credit Manager

Warrington, Cheshire

£35,000 Package

Technology plc, a market leading supplier of computer equipment in the UK, has an impressive history of consistent growth through the past two decades. Their recent merger with ICL has increased resources significantly and provides an excellent platform to achieve their ambitious future plans.

As Group Credit Manager, you will assume total responsibility for all aspects of customer finance, from credit vetting to successful collection, managing a team of over 40 staff.

Candidates must be able to demonstrate a full understanding of credit

management and control procedures along with the ability to manage and motivate staff to achieve deadlines and targets. Additionally you will need to possess a high degree of maturity coupled with strong interpersonal skills and the self-motivation required to improve performance through the identification and introduction of new initiatives.

Interested applicants should forward a curriculum vitae to Stephen K Banks ACMA at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ. Please quote ref 162156.

Michael Page Finance
Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Notting Hill Housing Group is one of the largest housing association groups in London providing homes with care and support for people in housing need. We own and manage 10,000 rented and 1,600 shared ownership homes and are involved in a variety of initiatives to help homeless people.

Accountant

Financial Support Services

West London

From £27,000 + benefits

Our growing property portfolio is worth £550 million and our development programme for new homes has grown to £45 million this year.

We now need a qualified accountant to provide a full financial service to the Development Division, manage the Group's cash flow, maintain the loans ledgers and set up a new property database.

Managing a finance staff of three you will be a good team leader who responds positively to tight deadlines and has a service oriented approach.

In addition to extensive finance experience/credentials we are looking for an enthusiastic and innovative professional with a business mind.

Please quote ref: FSA7. Closing date: 24 September 1993.

For an application form and further information, write to Rosie Hubble, Recruitment Officer, Notting Hill Housing Group, 26 Paddenswick Road, London W6 0UB or call our 24 hr answerphone on 081 563 5129 quoting the reference above.

Notting Hill Housing Group is an Equal Opportunities employer. We operate a no smoking policy.

NOTTING HILL
HOUSING TRUST

MANAGEMENT

Rockwell's Czech mate

John Griffiths on the problems of establishing ventures in east Europe

There is an unusual door into one of the four plants at Liberec, 80km north-east of Prague, where Rockwell International, the US multinational, is making its first foray into motor components manufacturing in eastern Europe. Flanked by high railings it is big enough to take a bus.

Until the late 1980s it did. The political prisoners the bus disgorged daily assembled door and window mechanisms for the Skoda cars being made - now under Volkswagen's control - at nearby Mlada Boleslav. To minimise sabotage risks, production was reduced to many simple operations, each numbingly repetitive. Today paid employees have replaced the prisoners. But the tedious tasks remain.

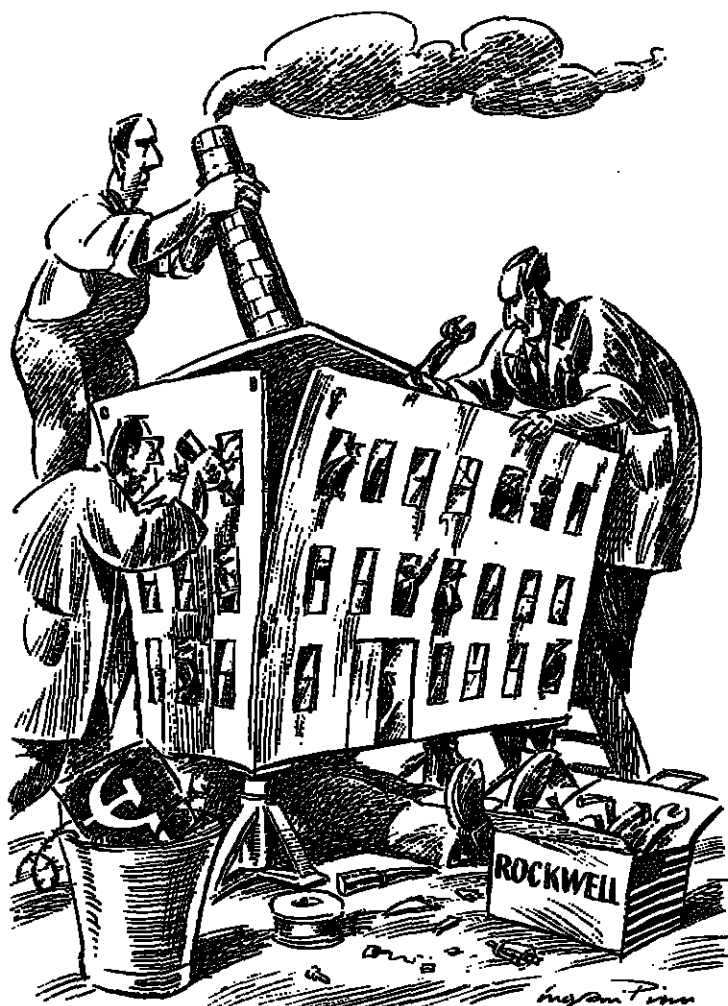
The facility illustrates practical hurdles western companies face in seeking to turn formerly Communist state-owned companies into competitive businesses with which they hope to exploit growth prospects in central and eastern Europe. Not least, it helps shed light on some of the wider frustrations VW claims to be experiencing over its commitment - as part of taking over control of Skoda - to help develop a competitive Czech motor components industry.

In the past few days the German company seeking to improve Skoda's productivity and compensate for rising costs has raised Skoda prices and is threatening to import more components from the west. As a consequence, Jan Peer, the Czech-born executive appointed by Rockwell nearly two years ago to run the Liberec operation, is under more pressure to demonstrate the venture can work.

Last month, during his first full meeting with the 462-strong workforce, Peer expounded Rockwell's ambitions for Liberec.

His final slide concluded "and let's have some fun". There was a puzzled pause before nervous grins spread among the four Czech ranks, speaking volumes about the working culture of plants carrying the legacy of 40 years of Communism. Nevertheless Peer, who moved to the US when he was 18, believes that Rockwell BCS-Liberec, the enterprise's new name (the BCS stands for Body Chassis Systems, one of Rockwell's global divisions), can be a "world class" constituent of Rockwell's global vehicle components business in the next few years.

Until privatisation, Liberec was purely a Skoda components arm.



Skoda remains its only customer, supplied with the mechanisms which raise and lower windows, seat slides and sunroofs. But Liberec, which is to supply sunroofs for a high-volume, German-built small car to be launched in 1995, will soon start making sunroofs for another European producer, and is exploring other opportunities. From mid-1994 it will also benefit from increased production of an updated Skoda Favorit, the first step of a DM5bn (£2.6bn) investment programme at Skoda leading to new families of cars.

The task ahead, however, is formidable. While Peer was seeing the work force, the bare, wooden floors were echoing to the clatter of a VW team arriving for the second quality audit since he took over. VW has made clear it expects Rockwell to

match VW's quality blitz on the Skoda assembly lines.

The challenge for Peer and his team of Czech managers is how best to motivate and organise employees into teams responsible for their own quality while continually looking for improvements - ingredients of total quality management systems becoming the western norm.

Peer says that there are 80 per cent more indirect workers than production employees. "That's two and a half times as bad as in western plants."

Given that Rockwell must make best efforts under the deal to maintain employment for three years, the obvious solution might be to retrain indirect workers for increased production. But Peer expects some to leave rather than accept perceived loss of status or

shift requirements. By at least making the offer, Rockwell will not breach the employment guarantee. And such departures could ease the task of restructuring.

"Over 40 years a whole system has been built on total mistrust, with managers resistant to taking on any new tasks or being held in any way accountable - there is always a bunch of signatures on any document."

For Liberec to work, Peer says there must be accountability without fear. "Total quality management is built on the principle of openness. So there has got to be a total lack of fear on behalf of the creator of a defect. But workers here were financially punished for creating a defect. What sort of attitudes does that create?"

Uncertainty among Liberec managers has also not been helped by VW importing senior German managers to Skoda. Peer insists that Rockwell will not do the same and when it leaves, his successor will be Czech.

But after some organisational and management changes he is detecting positive attitude shifts. The first work teams are being formed and quality improvement programmes are gaining momentum. Management training has started, with engineers being sent to other Rockwell centres to learn systems.

But plant and equipment problems abound. Some is adequate and even modern - as with some presses - but occasionally it is downright bludge. The worst horrors will fade from Liberec as part of Rockwell's \$6m (£3.8m) investment commitment, which will also see the semi-automation of assembly processes.

But given the employment guarantees modernisation cannot come with a rush. To facilitate it, work is accelerating on bringing in the computer-aided design and engineering systems integral to Rockwell plants in the west, and of which Liberec will form part of a global matrix.

Peer says there are islands of good existing technology, even by western standards. With its low labour rates, it could become a cost-effective supplier of parts for the more complex component systems supplied by Rockwell in the west.

Far from deterred by its Liberec experience to date, Rockwell sees the operations as a potential springboard for other ventures in eastern Europe. VW, for one, hopes fervently it is right.

CHRISTOPHER LORENZ

The dangers of a culture crash



It is an old trick, played most often in euphemism-loving America, for two companies to describe the takeover of one by the other as a "merger". It makes both top managements feel more comfortable about the deal, and for a while mollifies all the other "stakeholders" concerned. Goliath swallows David, but they tell shareholders, employees, governments and local communities they are "merging".

A few years down the road the truth becomes all too obvious. Not only has the senior partner swallowed the junior, but frequently it has also destroyed most of the latter's special skills - the very things which helped prompt the acquisition in the first place.

From the signs of the past few days, this is all too likely to be the way things turn out once giant Renault and tiny Volvo consummate the "marriage" which they announced this week.

Most French observers certainly expect Renault to dominate. In its main headlines about the deal, the influential newspaper *Le Monde* toed the official line about "fusion" (merger), but gave the game away on an inside page with a sub-heading which read starkly: "L'absorption par Renault".

For Volvo to go the way of so many acquired companies in the past would be a tragedy. This is not just because of its innovative skills in production and international management. Far more important is that this would destroy what could otherwise have been the potential for Renault-Volvo, like ABB (Asea Brown Boveri) before it, to become an entirely new European company, capable through leanness, speed and flexibility, of challenging the toughest competition that either the US or Japan could throw at it.

Supporter of Louis Schweitzer, the purportedly internationalist and certainly ambitious head of Renault, will protest that this is exactly his intention.

If so, he has already, in several senses, fluffed his first chance. Instead of locating the head office

of the new group at Renault's existing HQ in western Paris - with twin offshoots there and in Gothenburg - he should have made the classic move of a "transformational" leader: broken sharply with the company's past by choosing a fresh site elsewhere.

Since national politics make a move to neutral Belgium or the Netherlands impossible, he could at least have moved the HQ to the other side of town.

Percy Barnevik, the Swede who heads ABB, took such a step by locating its new HQ in Zurich, a short but significant distance from Brown Boveri's old Baden office.

Actions of this kind are far from merely symbolic: they tend to energise management when a company is faced with any kind of radical change. Not for nothing did AT&T move out of its pompous Philip Johnson-designed Manhattan skyscraper when it was forced to revitalise itself. The reformist new boss of troubled Digital Equipment has just taken a similar decision to leave the Massachusetts mill where it has been since birth. If Louis Gerstner is well advised in his battle to stop IBM from sinking, he will abandon the company's plush HQ in leafy Armonk.

A second immediate step by Schweitzer should have been to declare that the Paris head office will be staffed entirely on merit by a wide range of nationalities, including Swedes, Dutch and Americans. Otherwise, the suspicion must be that it will be dominated by the French. The equivalent worry would apply equally to a Swedish, Dutch, American or British parent company.

It is not too late for Schweitzer to make such a move: he could still change course before January, the date by which he has said the details of senior staffing arrangements will be settled. To hold back until after the subse-

quent privatisation would lose precious time, and also forego (taking) a step towards internationalisation which would make Renault-Volvo more attractive to private investors. Delaying would also provoke more resistance among his French staff.

The nationality of key staff is closely linked with the question of what sort of organisational and "culture change" processes Schweitzer intends to initiate across and down the company. Even if it were not swallowing Volvo, Renault would have had to undergo a wrenching series of such changes as it emerged from the protective arm of the state. Now, the challenge will be all the greater.

Rather than "fusing" the two cultures, as commentators have suggested, his objective must be to create an entirely new culture, as Barnevik has done at ABB. This will undoubtedly require some existing elements from both sides, such as Renault's emphasis on flair and adventure in design and marketing, and Volvo's greater informality and internationalism.

Injecting each of these into the other side will be hard enough. But if, as at ABB, Renault and Volvo are to develop quickly the vital unifying sense of building a new world together - which requires much more than just using a newly decreed language (English) - they must also borrow from around the world fresh attitudes, disciplines and procedures.

Given the gulf between typical French and Swedish attitudes to such basic management variables as authority, delegation and uncertainty, Schweitzer's task here will be tough indeed. He will find it a little easier if he can bring himself to hold up an Americanised version of Swedish culture - more decisive and entrepreneurial - as a model at which to aim.

By no means all of ABB has been done quickly: creating this so far taken Barnevik five years. But for any of it to succeed, Schweitzer needs to get off on the right foot.

In spite of his stumbles this week, he still has time to do so. The best way of doing that would be to behave internally, not just towards the media, as if the deal really is a merger.

Even if it were not swallowing Volvo, Renault would have had to undergo a series of changes

BUSINESSES FOR SALE

Touche Ross

North Staffs Direct Timber Supply Co. Ltd

(In Administrative Receivership)

The Joint Administrative Receivers, John Wilson and Lindsay Kennedy Denny, offer for sale the assets and undertaking of the company, which supplies rough and finished timber to the building industry and packing cases to the majority of local pot banks.

- Freehold yard with workshops and office premises extending to 13,500 sq. ft.
- Associated plant and equipment including saws, planer and crosscut saw.
- 5 production and 2 administration staff.
- Last recorded turnover £308,000.

For further information, please contact the Joint Administrative Receivers at the address below.

St. John's House, East Street, Leicester LE1 6NG.
Tel: 0533 543598. Fax: 0533 552055.

Authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

Twilleys of Stamford Limited

(In Administrative Receivership)

The Joint Administrative Receivers offer for sale the business and assets of the above company which manufactures and supplies needle craft kits and yarns.

Principal features include:

- Well known trade names.
- Turnover of approximately £2 million p.a.
- Established quality customer base.
- Fully equipped freehold premises of 35,000 square feet in Stamford, Lincolnshire.
- Experienced workforce and national sales network.

For further information please contact

Curpal Johal or Andrew Belk at:

Arthur Andersen, Fothergill House,
16 King Street, Nottingham NG1 2AS.
Tel: 0602 353900 Fax: 0602 353949.

ARTHUR ANDERSEN

ARTHUR ANDERSEN & CO. SC

Deloitte & Touche

Bank Group for Sale - Nairobi, Kenya Trade Bank Limited and Trade Finance Limited

(In Liquidation)

Offers are invited by the Liquidator for the purchase of Trade Bank Group, comprising of Trade Bank Limited, Trade Finance Limited and Yaya Towers Limited (not in liquidation), whose assets include the modern Trade Bank Centre, an established branch network, the prestigious Yaya Centre property (comprising a shopping complex, residential apartments and a 5-star hotel in development) and an insurance interest.

Bona fide local and overseas interested parties should apply in writing to the liquidator at the address below, for details of the conditions upon which particulars for sale will be supplied. Statements of interest should be received by 30th September 1993, marked "LN Private and Confidential".

C/o PO Box 40092, Nairobi, Kenya. Fax: +254 (21) 448966.

CORNWALL COASTAL LOCATION (SOUTH)

30 roomed hotel plus flat in own grounds with planning permission for nursing home or residential (41 Reg) swimming pool/sauna freehold £650,000.

Write to Box B1468 Financial Times, One Southwark Bridge, London SE1 9HL.

Fixed based, general aviation company. Fully licensed, on leasehold property, with hangar, outbuildings and offices. Located on busy airfield west of London. Healthy company with excellent prospects. Owners retiring.

Write to Box B1464, Financial Times, One Southwark Bridge, London SE1 9HL.

HOLIDAY PARK WEST COUNTRY

Award winning site licensed for 60 letting units and 30 tourist/campers. Many on site facilities. £415,000 plus 16 room Georgian residence and Annex £180,000.

Write to Box B1473, Financial Times, One Southwark Bridge, London SE1 9HL.

EXPORTER OF EXCLUSIVE AFRICAN HANDICRAFTS

seeks wholesale buyer/retailer inquiries:-

Fax: 582723
NAIROBI, KENYA.

FOR SALE OIL AND GAS SERVICE COMPANY

Our Scottish based client manufactures and supplies a range of specialist valves primarily for the offshore oil and gas industry. The company has an annual turnover of circa £3m with a track record of substantial profitability. Opportunities exist to further develop international markets.

Details will be made available to disclosed principals by writing to:-

Rutherford Manson Dowds
Chartered Accountants
34 Grosvenor Gardens
Belgravia
London SW1W 0DH

The Financial Times plans to publish a survey on

MANAGEMENT CONSULTANCIES

ON

MONDAY, 25 OCTOBER 1993

The survey will cover such topical issues as Business Process Re-engineering, Change Management, Benchmarking and Quality Management.

It will also discuss the opportunities arising from Eastern Europe and the Single Market.

For information on advertising opportunities and rates contact Sara Mason on 071-873 4874 or Fax: 071-873 3064

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

Mail Order and Trade Supplier

The Joint Administrative Receivers, W S Martin and D Bailey of Ernst & Young, offer for sale the business and assets of Fletcher Worthington Limited (In Administrative Receivership).

Principal features include:-

- Mail order division for:-
- 1. Major high street catalogue retailer supplying home and office equipment
- 2. Major electronic equipment manufacturer
- Established trade customer base
- Supporting hand-held financial hardware and software business
- Annual turnover in excess of £1 million
- 12 employees
- Operating from leasehold premises in South Manchester
- For further details please contact Mr Manu Mistry or either of the Joint Administrative Receivers at Ernst & Young, Lowry House, 17 Marble Street, Manchester M2 3AW. Telephone: 061-953 9000. Facsimile: 061-834 7117.

ERNST & YOUNG

Authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

BUSINESSES FOR SALE

For further information or to advertise in this section please contact Karl Layton on 071 873 4780 or Melanie Miles on 071 873 3308 or Fax: 071 873 3064

FOR SALE

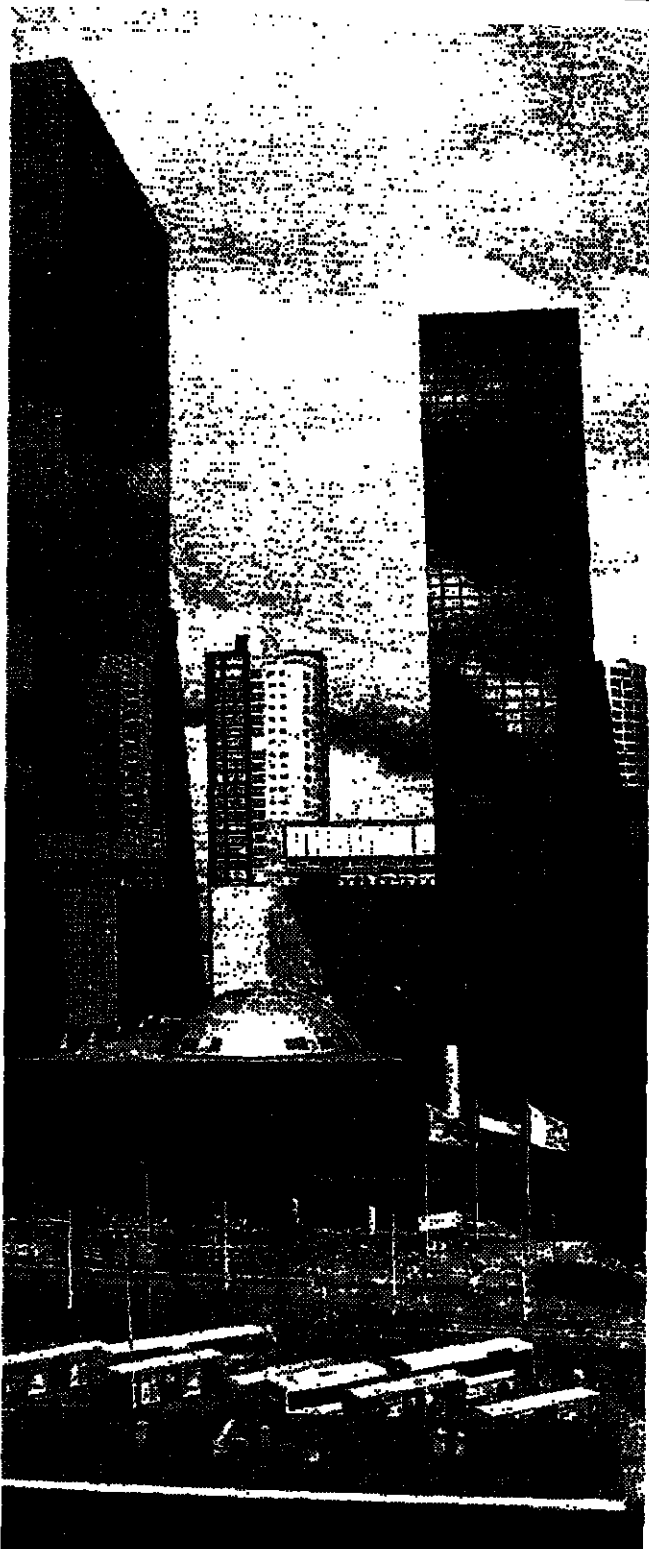
Commercial Insurance Broker based in Essex. Commission income £231,000 up to 31/3/93. Excellent portfolio, genuine reasons for sale. Write in first instance to: Box B1479, Financial Times, One Southwark Bridge, London SE1 9HL.

B & A MAGAZINE

advertises businesses for sale and auction of assets. Tel: 071-282-1164 Fax: 071-706-3464

DUTCH BANKING AND INVESTMENT

Friday September 10 1993



Insurance company offices tower over central Rotterdam: the Nationale-Nederlanden complex, part of the ING Group. Picture by Tony Andrews

AFTER a spate of mergers in the Dutch banking and insurance sector in the early 1990s, the whirlwind pace of change has slowed down sufficiently for the Netherlands' financial community to take stock of its strengths and weaknesses and to prepare for the future.

There is little doubt that the recent bout of consolidation has produced a far stronger Dutch financial sector, particularly when judged by domestic standards. But the problem is that the purely national market no longer exists. Competition at home from foreign banks and insurance companies is fierce, a legacy of the traditional openness of the Dutch market. Increasingly, the challenge of "international" competition is one which Dutch banks and insurance companies are having to face – and win – on their own turf as well as on other European markets.

The same is true of the Amsterdam Stock Exchange. The exchange, which lays claim to being the world's oldest, can no longer afford to feel content with the regular annual increases in turnover volume in Amsterdam, simply because the rise in trading in Dutch shares and bonds in London is showing even faster growth, as is the use of non-Dutch brokers.

In the past, before the advent of data transfer by telephone line and the launch of screen trading in London, Amsterdam was, by rights and by definition, the natural "home" market for Dutch securities trading.

Now, however, the bourse finds itself forced to undertake a radical shake-up of its trading system as part of a new effort to establish itself as the main international marketplace for Dutch securities. With London continuing to siphon off Amsterdam's business, the bourse's ability to protect this basic function is by no means guaranteed, raising important questions about the future role of the Dutch capital in a more highly integrated Europe.

Underlying the Amsterdam bourse's planned reforms is the

Every segment of the Netherlands' finance industry is being penetrated by foreign competition. Amsterdam is having to work much harder than its bigger rivals just to hold its own as a European financial centre, reports Ronald van de Krol, who wrote this survey

Facing up to international competition

recognition that it must encourage foreign securities houses to take part in Amsterdam's proposed new screen-based trading system even if they are physically based in London. By trying to inject Anglo-Saxon standards of competition and aggressiveness, the Amsterdam Stock Exchange is, indirectly, challenging Dutch-based banks and brokers to become much more daring themselves by taking larger positions in equities trading and assuming greater risks.

THE future of Amsterdam as a financial centre lies in the hands of Dutch institutions as much as it does in the intentions of London-based players. The question is: how committed are Dutch banks and brokers to Amsterdam, especially now that they too have built up stronger operations in London? After all, technology means that they could as easily trade Dutch shares from the British capital as they can from the Netherlands.

Still, there are obvious virtues in having conservative financial institutions. Neither Dutch banks nor Dutch insurers have run into

the same types of problems that have beset their colleagues in, for example, Scandinavia. And, with the exception of the collapse of DAF, the Anglo-Dutch truck maker, and a few other domestic cases, Dutch banks have so far not found themselves overly exposed to the worsening economic climate in Europe. As a sector, they have also tended to shun the cyclical property market.

This innate caution translates into admirable financial stability. Central bank figures show that the average capital adequacy ratio of Dutch banks stood at 11.5 per cent at the end of 1992, well above the Bank for International Settlements' norm of 8 per cent.

When the banks are forced into disclosing their hidden reserves in the late 1990s, these figures, too, are expected to confirm the sector's overall health.

Because they are big, strongly-capitalised and conservatively-managed, the merged Dutch banks and the new hybrids – the "bancassurance" groups spanning both banking and insurance – can certainly afford further geographic expansion. So far, however, growth abroad is still being

hampered by the lack of suitable takeover candidates at reasonable prices, especially in the sector's "home" market of Europe. ABN Amro, the Netherlands' biggest bank, has found it easier to expand by acquisition in the Chicago area than closer to home in Europe.

With the opening up of Europe and the emergence of bancassurance, Dutch institutions are faced with many more opportunities – and dilemmas – than before.

By comparison, the previous round of far-reaching consolidation in the mid-1980s was relatively straightforward, with separate mergers creating big rival banks: ABN and Amro, and a large insurer, Nationale-Nederlanden.

Acquisitions by ABN and Amro in the mid-1970s produced the famous but now defunct Dutch "four-leaf clover" in which corporate finance was entirely dominated by four home-grown players: ABN and its investment bank Mees & Hope, and Amro and its investment bank Pierson, Heiding & Pierson. It was natural for Dutch companies to go to their Dutch banks for finance, and foreign competition was inconsequential.

All that has changed. Firstly, the main two petals of the four-leaf clover fell away in 1990 with the link-up of ABN and Amro, and this was followed up in April by the coupling of their investment banks into Mees Pierson.

Secondly, the merger in 1991 of Nationale-Nederlanden and NMB Postbank, the country's third-largest bank, created the Netherlands' biggest exponent of "bancassurance," or "Allfinanz," blurring previous distinctions between banks and insurers. Rabobank, the co-operative bank, and Amev, the insurer, have also embraced bancassurance, though ABN Amro and Aegon, the country's other big insurer, have not.

Finally, foreign competition has penetrated every segment of Dutch finance, from primary bond issues to lending. Anglo-Saxon banks, both those with offices in the Netherlands and those which serve the



Amsterdam Stock Exchange: the long-established bourse is being forced into a radical shake-up of its trading system. See page IV of this survey.

Strong performance by Fortis

Fortis turned in a very satisfactory performance in the first six months of 1993, recording substantial growth in its operating result and net income. The operating result increased by 13% to ECU 18.9 million, while net profit rose by 20% to ECU 22.7 million. Total revenues were 10% higher at ECU 4.7 billion.

Key figures Fortis first half year 1993

	1993	1992	% increase
Operating result	4,703	4,164	+13
Net profit	2,267	1,890	+20
Net equity	3,630	3,340	+9

1 ECU = 0.77 Sterling

Key figures parent companies first half year 1993

	1993	1992	1993	1992
Earnings per ordinary share	121.3	109.3	3.94	3.49
Equity per ordinary share	2,093	1,858	73.31	67.44

* 100 BEF = 1.91 Sterling
1 NLG = 0.35 Sterling
— Acquired

Prospects

Fortis can look back on an excellent first half year. In 1993 the realized capital gains/losses are expected to remain the same high level as in recent years thanks to the sale of the Générale des Bauxes shares. In view of the results obtained so far, Fortis expects the operating result and net profit for the whole of 1993 to be higher than the 1992 figures, subject to the earlier forecast that they would equal them, barring unforeseen developments and exchange rate fluctuations.

Fortis: a united force in financial services

Fortis is an international banking and insurance group. The group was created in 1990 when the two parent companies combined their operational activities. Fortis' parent companies are AGI Group from Belgium and N.V. AMEV from the Netherlands. The group's operations are widely spread, both geographically and in terms of products. Since its creation the group has implemented its strategy resolutely, actively exploiting new development.

If you would like to receive a copy of the first half year report of Fortis and its two parent companies, please contact Fortis Communication:

Boulevard Emile Jacqmain 53
1000 Brussels
Belgium
Tel.: 32 (0)2 2208135
Fax: 32 (0)2 2208092

Archimedeslaan 10
3584 BA Utrecht
The Netherlands
Tel.: 31 (0)30 573398
Fax: 31 (0)30 522394

NWB
NEDERLANDSE WATERCHAPBANK N.V.

THERE IS A BANK THAT STAYS ON COURSE EVEN IN THE ROUGHEST MARKETS.

Rough and turbulent markets, like choppy seas, require careful steering. So stability and liquidity will remain the unshakable strengths of the Nederlandse Waterchapsbank.

The bank portfolio is firmly anchored in its articles: government loans and government guaranteed debtors. Loan policy has been tried and refined.

The proof of which is shown in first half results: more than satisfactory. Favourable interest income also made its contribution. The improvement on first half '92: 45% additional net profit. And turnover in new, long term credits is also showing a positive development notwithstanding intensified competition. A positive outlook for performance and profit. You can read more on the subject in the half-year report.

Nederlandse Waterchapsbank N.V.
3 Rooverschplantagen, 2517 RS The Hague, Holland.
Telephone (international call) +31 70 3514231. Fax +31 70 352268.

DUTCH BANKING AND INVESTMENT III



Amsterdam's shopping area: consumer spending in the Netherlands is holding up relatively well, but unemployment is rising quickly

ECONOMIC OUTLOOK

Guilder remains resilient

The Netherlands has so far been able to avoid the worst effects of recession in Germany, its biggest trading partner, writes Ronald van de Krol.

ONE positive result of last month's dramatic disintegration of the European Monetary System - for the Netherlands, at any rate - is that it has underlined the resilience and strength of the Dutch guilder.

Of all the EC currencies in the mechanism, only the guilder was able to hold on to its 2.5 per cent band with the German mark. All the others retreated to 15 per cent bands, effectively leaving only the guilder and the D-Mark to carry on the old-style EMS.

In the short term, the decline in value of other European currencies will put pressure on the Netherlands' export-led economy and its export-dependent companies. But in the long term, the guilder's ability to maintain its link to the D-Mark means the Netherlands can expect to reap the benefits of low inflation.

Indeed, the outcome of the currency turmoil can be seen as a back-handed compliment to the Netherlands' unwavering commitment over the past 10 years to pegging the guilder to the D-Mark. Over the years, this policy has often encountered domestic criticism, particularly in times of rising interest rates such as in the immediate aftermath of German reunification.

But the fall-out from the recent EMS crisis appears to have vindicated the "strong guilder" efforts of the past.

"I think people will now stop seeing the Dutch central bank as merely a slave to the Bundesbank," one bank economist says. "It's clearly in our interests to be linked to the D-Mark."

The Nederlandse Bank, the Dutch central bank, says it was partly this link that enabled the country to get its structural, or underlying, inflation rate down to around 3 per cent in the 1990s from an average of 6.6 per cent in the 1980s and 1970s. The day after the EMS debacle, the Dutch finance ministry also noted, "the coupling of the guilder to the D-Mark has made a strong contribution to the fact that the level of Dutch short and long-term interest rates is among the lowest in Europe."

Several times in 1993, the Dutch central bank was able to cut interest rates independently of the Bundesbank. This demonstrated that, in many ways, the Dutch economy is actually putting in a stronger performance than that of its powerful eastern neighbour. For example, Dutch inflation is considerably lower than that of Germany, as is growth in unit wage costs. Most importantly, the Netherlands has not yet followed Germany into deep

recession, though Dutch growth rates are clearly faltering.

Growth in gross national product, which peaked at 4.7 per cent in 1989, fell to just 1.4 per cent last year and could slow to 0.5 per cent or less in 1993, economists predict. Although consumer spending is holding up relatively well, unemployment is rising quickly, in line with the trend in other parts of Europe.

Opinions are divided on whether the Netherlands is already in a full-blown recession. For this reason, some economists prefer to describe the situation as one of "recessionary growth" or even a "velvet recession."

According to strict economic definitions, the country dipped into recession in early 1993. In the fourth quarter of 1992, the economy contracted by 0.1 per cent compared with the third quarter, and this was followed by a further 0.4 per cent drop in the first three months of 1993. Nevertheless, the figures are not entirely conclusive because the declines were so slight. At the same time, provisional figures for the second quarter gross domestic product show that growth was flat in the spring, meaning that the recession has bottomed out.

In any case, it is clear that, so far, the Netherlands has been able to avoid the worst effects of recession in Germany, its biggest trading part-

ner, which is projected to suffer a 2 per cent decline in economic growth this year.

Even though 30 per cent share of Dutch exports go to Germany, the pain of German recession has been eased by the fact that the Netherlands' foreign sales are heavily weighted in favour of less cyclical sectors such as agriculture and energy. A quarter of Dutch goods sold in Germany are foodstuffs or food-related. This was particularly beneficial in the early days of German reunification, when Dutch horticulturists moved quickly to satisfy pent-up demand for fresh vegetables in the former East Germany.

Another reason why the Netherlands has been able to absorb Germany's economic downturn is that wage rises were kept low throughout the 1980s and are still well below Germany's increases, accounting partly for continued Dutch competitiveness.

For this reason, industry's traditional calls for wage restraint have intensified in the past few months, particularly since the breakdown down of the EMS. If other European currencies drop sharply against the D-Mark and the guilder, Dutch companies will inevitably be forced to choose between reducing profit margins to retain their share of export markets or accepting a loss of European market share to protect overall profitability.

Concern over venture capital channels for promising companies

Debate over funds for industry

INDUSTRIAL policy has become a hot topic in the Netherlands this year following the demise and rebirth of Daf, the Dutch truckmaker, and the sale of a majority stake in Fokker, the aeroplane builder, to Daimler-Benz of Germany.

Closely related to worries about the overall competitiveness of Dutch industry is the more specific question of how venture capital can best be channelled to the Netherlands' most promising companies.

It is clear that the availability of capital to young companies - as well as to better-established industrial groups - is at something of a crossroads.

First, the Amsterdam Stock Exchange's "parallel market," established 11 years ago as a place to groom smaller companies for a full listing on the main market, is to be closed down later this year and incorporated into the stock exchange itself. The market was too illiquid to attract institutional investors, and its image was sullied by a number of controversial company failures. The looming demise of the parallel market has raised concern about the future flow of smaller companies on to the stock exchange. Much will depend on whether new admission rules are eased sufficiently to encourage newcomers.

The parallel market required companies to have market capitalisation of at least Fl 5m, compared with the main market's minimum requirement of Fl 50m. The bourse is being urged to lower this floor to around Fl 25m to make it easier for companies to make an initial flotation.

In a second new development, the stock exchange and the Dutch venture capital association NVP (Nederlandse Vereniging van Participatiemaatschappijen) are preparing to hold their first "participation exchange" in late November, an opportunity for institutional investors to buy substantial share packets in non-listed Dutch companies and a place where venture capital funds can arrange "exits" from their most successful investments.

And finally, the government is trying to put together a Fl 886m "Industry Fund" to



Out in the cold? An employee of truckmaker Daf worrying over job prospects earlier this year

finance promising ventures and developments at eligible Dutch companies, up to a maximum of Fl 50m per company.

The country's banks, insurers and pension funds will put up Fl 200 each, as will the ministry of economic affairs. The semi-government-owned Nationale Investeringsbank, which will manage the fund, is to contribute the remaining Fl 80m.

The funds are designed to help medium to large Dutch companies rather than small or start-up firms. The aim is to give assistance to companies which are at the centre of a high-technology "cluster."

The NVP has said that from the start that the fund is unnecessary, arguing that there is no lack of venture capital in the Netherlands. In 1992, the industry invested Fl 545m in promising companies, down from Fl 675m in 1991 but still at relatively high historical levels.

Mr Evert Eilertse, the NVP's secretary-general, said: "If the government believes there is too little money available, it could have done something to help existing players make larger investments," citing a government matching scheme operated in the US.

The NVP says that to avoid as much overlap as possible in the market, the new fund should concentrate on amounts above Fl 25m because the venture capital market for

amounts between Fl 10m-20m is already reasonably developed.

The industry fund was originally scheduled to be launched in the early summer but talks between the various participants have taken longer than expected - "we think the fund can get under way in the autumn," a ministry spokesman said.

The proposed fund is a government-sponsored response to concern about the passing of Fokker into German hands and the collapse of Daf and its subsequent resurrection in slimmed-down form without its former UK operations.

In the case of Daf, the Dutch government was prepared to pump money into the new company, along with the Flemish regional government of Belgium and a number of other investors, including Dutch venture capitalist firms. But Fokker's sale to Daimler-Benz's Deutsche Aerospace subsidiary was a consequence of the Dutch government's refusal to help the company (in which it held a 32 per cent stake after a cash crisis in the late 1980s) finance the development of a new generation of aircraft.

As with Fokker, the government's financial involvement in Daf is designed to be temporary. There is little tradition of state ownership of industry in the Netherlands, nor do the

country's banks tend to own large stakes in companies, making either bourse flotation or venture-capital participation essential.

The "participation exchange", or "parex", scheduled to take place on November 23, is designed specifically to help the Netherlands' rich institutional investors to find appropriate investments in unlisted companies.

The exchange, which will operate under a tender system, will allow for the transfer of stakes equivalent to at least 5 per cent of a company's share capital and worth a minimum of Fl 1m. Companies whose shares are up for sale must have shown a profit for at least two years.

The difference between parex trading and a flotation on the stock exchange is that companies whose shares are sold directly to institutional investors by subscription do not have to meet the same strict financial reporting criteria as those who go public in search of wider ownership.

Mr Eilertse said the first participation exchange in November may see dealings in only one or two companies' shares because potential participants will probably take a cautious stance at first. But he added that this could act as a stimulus for future "parex" days, which may then be organised every six months, depending on demand.

New US-Dutch treaty after a decade of complex negotiations

Reputation for liberal tax laws

counter "treaty shopping" by companies seeking to reduce their tax bills, is expected to use the treaty with the Netherlands as a model for its future tax treaty relations with other industrialised countries.

The Netherlands, for its part, has attempted to retain as

many features of the old treaty as possible, underlining its reputation as a country willing to forego tax on interest payments, profits and royalties generated in third countries.

This stance has given the Netherlands, though hardly a tax "paradise" for its own citizens and residents, a reputation for liberal tax laws for international businesses.

The Netherlands' attempts to preserve this reputation and the US's desire to rein in treaty shopping account for the long, arduous negotiations over the new treaty's text, which runs to 100 pages, excluding a 35-page appendix.

The new US-Dutch treaty will make it difficult for "mail-box" and "brass-plate" companies to carry on benefiting from double taxation rules.

This is because the draft treaty includes exhaustive tests of how rooted a company is in the Netherlands.

Previously, mere residence in the Netherlands was enough to enable a foreign company to draw on the Netherlands-US tax treaty benefits. Now, eligibility will have to be established by any of a variety of means, ranging from an ownership and business activity test to a "publicly traded" and "headquarters operations" test.

Although lawyers and consultants continue to pore over the document, the treaty will probably have few practical consequences for those companies that have substantial business or administrative activities in either the US or the Netherlands. The only drawback for them of the new treaty is that they may face greater administrative burdens proving that they are eligible to take advantage of the treaty's provisions.

However, two broad categories of companies are likely to be most affected by the changed US-Dutch tax rules: companies which use Dutch companies as a channel for investment into the US because their own countries, such as those in the Middle East, have no tax treaty of their own with the US; and UK

companies which use a "mixer" sub-holding in the Netherlands to blend their tax liabilities in various countries before remitting profits to Britain.

Particularly for companies in the "mixer" category, minor or even wide-scale restructuring of their corporate structure in the Netherlands may be necessary if they are to continue to draw on the treaty.

If they lose their eligibility, companies will face an increase in US withholding tax on dividends from 5 per cent to 30 per cent and on interest payments from nil to 30 per cent.

In another change, the treaty will effectively force the Netherlands to alter the ability

of Dutch resident companies to use tax-haven companies and branches in places like the Netherlands Antilles. The treaty stipulates that if the Netherlands does not revise its laws on this point, the two countries will handle the issue in a protocol to the treaty.

Despite the changes brought by the treaty, the Netherlands is expected to remain an attractive tax regime for foreign companies, though competition continues to increase within Europe, especially from the "co-ordination centre" facilities allowed by neighbouring Belgium.

of Dutch resident companies to use tax-haven companies and branches in places like the Netherlands Antilles. The treaty stipulates that if the Netherlands does not revise its laws on this point, the two countries will handle the issue in a protocol to the treaty.

Despite the changes brought by the treaty, the Netherlands is expected to remain an attractive tax regime for foreign companies, though competition continues to increase within Europe, especially from the "co-ordination centre" facilities allowed by neighbouring Belgium.

A NEW NEWSLETTER FROM THE FINANCIAL TIMES

European Savings Markets

THE TWICE-MONTHLY INTELLIGENCE SOURCE ON THE INCREASINGLY COMPETITIVE MARKET FOR EUROPE'S HOUSEHOLD SAVINGS

European Savings Markets (ESM) has been launched to provide industry decision-makers with the information they need to take full advantage of opportunities in the increasingly competitive European market.

Each issue keeps subscribers fully informed about developments in all the markets for personal savings, and uncovers the strategic questions they need answered in order to plan for the future and stay ahead of the competition.

What can you learn from a German life insurer's distribution strategy? In what ways do Italian retail banks finance and how can you copy them? How are British investment trusts faring in their efforts to attract private investors?

Available only on subscription, ESM provides a comprehensive insight into the products and companies in the market. It breaks down the information barriers that have obstructed understanding of the differing markets for savings in Europe. Regularly, every two weeks, ESM supplies expert insight and analysis.

For a FREE sample copy of ESM and subscription details, please clip your business card to this advertisement and return to: Roland East, 77 Newswriter, 216 Jersey Street, London SW17 4JF. Tel: +44 (0) 71 411 4415. Fax: +44 (0) 71 411 4414.

Smith & Partners International Tax Counsel

Independent Taxation Specialists

- Local tax planning and compliance for direct and indirect taxes
- International tax planning and corporate structuring
- Tax coordination for multinational companies
- Transfer pricing
- Cross-border trading
- Tax treaty interpretation
- Mergers and acquisitions
- European indirect taxation
- Intellectual property and trademarks
- Individual tax planning
- Onshore and offshore companies and trusts
- Pension and insurance taxation
- Negotiation with fiscal authorities and tax litigation

The Netherlands
Smith & Partners
Partisan 1
3015 BA Rotterdam
Tel: +31(0) 436 51 44
Fax: +31(0) 436 51 42

United Kingdom
Smith & Partners
46 Queen Anne Street
London W1M 5FA
Tel: +44(0) 471 487 44 44
Fax: +44(0) 471 487 44 80

Belgium
Smith & Partners
1152 Chaussée de Gand
Ganselooze 1152
1080 Brussels
Tel: +32(0) 488 12 00
Fax: +32(0) 488 15 13

Brazil
Smith & Partners
Av. Brigadeiro Luit
Antonio, 2466
São Paulo - SP - CEP
01462-00
Tel: +55(0) 11 287 84 24
Fax: +55(0) 11 286 12 71

Netherlands Antilles
Smith & Partners
International Trade
Center
PO Box 9094, Curaçao
Tel: +599(0) 896 44 1
Fax: +599(0) 896 34 1

LOYENS & VOLKMAARS

INDEPENDENT TAX ADVISERS
FOR THE NETHERLANDS,
NETHERLANDS ANTILLES AND BELGIUM.

WORLDWIDE 22 OFFICES

Shake hands with a bank you can trust



Nomura Bank Nederland has been operating an excellent banking service for more than 20 years. Its commitment to its clients is second to none.

Today, as one of Europe's leading financial institutions, Nomura offers a comprehensive range of banking and financial services both internationally and domestically, with 15 offices across Europe.

If you're looking for an experienced business partner in the Netherlands, choosing Nomura is one decision you can depend on.

NOMURA

Nomura Bank Nederland N.V. De Boelelaan 7, 1083 HJ Amsterdam.
Telephone: 020-5496969 (General). Fax: 020-6461642. Telex: 16406 NL.

The Nomura Securities Co., Ltd.
1-0-1, Nihonhashi, Chuo-ku,
Tokyo 103 Japan.

Nomura Bank International plc
Nomura House, 1 St Martin's-le-Grand
London EC1A 4NP, United Kingdom.

Nomura International plc, member of the Securities & Futures Authority and the London Stock Exchange

DUTCH BANKING AND INVESTMENT IV

UNLIKE its competitor on the other side of the English Channel, the Amsterdam Stock Exchange has always avoided the "Big Bang" approach to change, preferring instead to pursue a rolling programme of reforms to bolster its position in Europe.

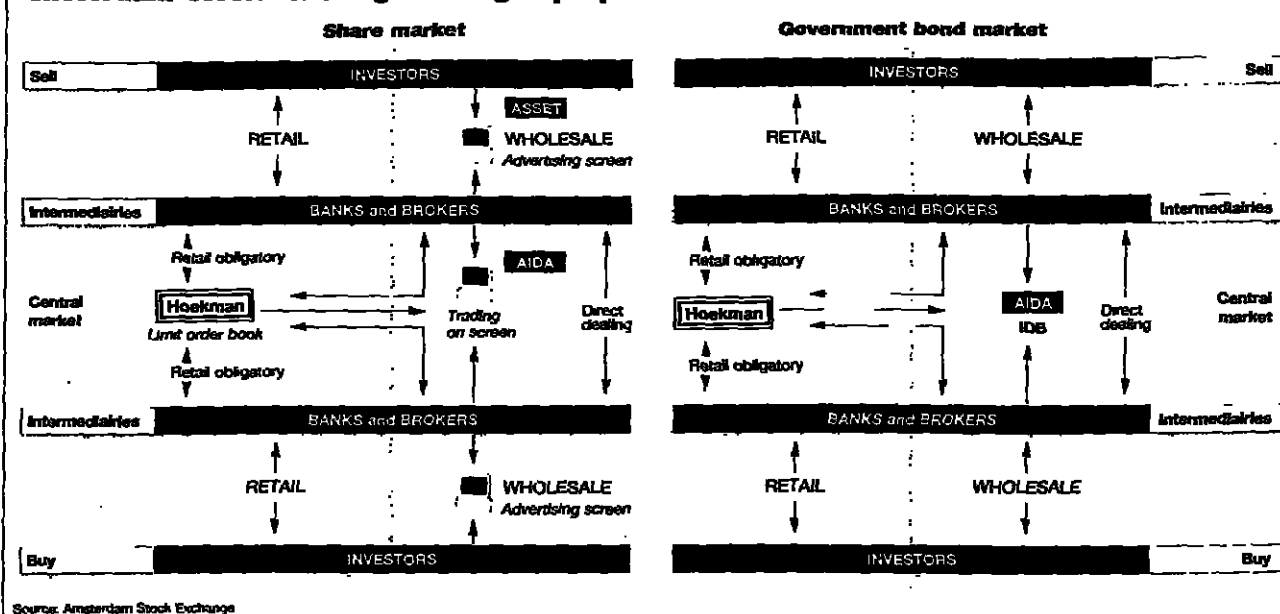
But its plans for fundamental and far-reaching reform in early 1994 betray a new sense of urgency, prompted by London's increasingly tight grip on block trading in Dutch shares and government bonds.

To counter the attractions of London's Stock Exchange Automated Quotation System (SEAQ), the Amsterdam bourse will be offering a rival screen-based system called ASSET (Amsterdam Stock Exchange Trading System) where banks and brokers can advertise their prices. This will be supplemented by an on-screen trading system called AIDA.

For the first time, foreign banks and brokers based outside the Netherlands will be offered direct access to the Amsterdam market through the new screen system, in a bid to persuade them to stop trading Dutch shares and government bonds in London.

Equally important, the Amsterdam bourse wants competition from foreigners to force domestic players to adopt a more aggressive stance in the market. The screens will be used only in the wholesale segment market, which is to be created through another dramatic reform: the splitting of trading into distinct retail and

Amsterdam Stock Exchange: changes proposed



AMSTERDAM STOCK EXCHANGE

New urgency over reforms

professional sectors. Together, the advent of limited screen-based trading and the division of the market between private and institutional investors will mean the demise of the Amsterdam "hoekman," or stock jobber, a traditional feature of the Dutch capital's stock exchange. It was

the hoekman's task to bring together supply and demand, and most transactions had to be channelled through them.

The hoekman will disappear and be replaced by a market "specialist," similar to those in New York, who will operate on the retail side of the market. Rather than having two com-

peting hoekman companies specialising in each Dutch stock, the new specialist will have exclusive rights to deal in individual companies' shares.

"The specialist will now have to compete against the market, instead of against his 'hoekman' competitor," Baron Boudewijn van Iersum, the

bourse's chairman, said in an interview.

The change will have radical consequences for the exchange's 23 "hoekman" firms and their combined workforce of around 200. Less than 10 firms will be eligible to become specialists, and they will all have to invest heavily in new

equipment. And, to survive in a new world of lower commission rates, they will clearly have to boost their share volume.

Amsterdam's multiple moves to split the market, to allow in foreign-based brokers and to do away with the old-style hoekman are a response to surprising figures on trading in Dutch securities uncovered last year by McKinsey & Company, the consultants.

Although Amsterdam's low, 32 per cent share of trading in Dutch bonds had been cause for concern for years, the McKinsey figures showed that share trading had also undergone a profound shift to London.

The seepage to SEAQ was most pronounced in block trades worth more than £1m each, with only 33 per cent of these deals done in Amsterdam in 1991 compared with 68 per cent in 1988. Overall, the Dutch exchange accounts for 60 per cent of dealings in Dutch securities, down from 80 per cent three years earlier.

Mr van Iersum said the "shocking" figures had helped concentrate the collective mind of the Amsterdam financial community, producing a consensus for change.

The McKinsey report also found that investors were increasingly turning to foreign banks and brokers when investing in Dutch shares, helping to accelerate the trend towards SEAQ trading. It urged Dutch banks and brokers to boost their competitiveness as well as their trading

volume, and to be prepared to offer more liquidity in the market. But Mr van Iersum noted that a change of mentality was needed in addition to the change in trading methods - "no matter how well-organised you are, you will lose out in the end if the Amsterdam-based intermediaries are not competitive enough to win back the business that has gone abroad," he says.

Besides Amsterdam's comprehensive revamping of its



Baron Boudewijn van Iersum: revamping the trading system

trading system, the bourse also faces the challenge later this year of incorporating its lower-tier "parallel market" into the main share market. The parallel market, launched in 1982 as a breeding ground for smaller companies seeking to graduate to the main bourse, has stagnated after a series of well-publicised company failures dented its image.

Before the parallel market can be abolished, however, the bourse must resolve the question of what admission conditions will govern the transfer of stocks to the mainstream market.

Another issue coming to a head later this year is the desirability of greater co-operation between the stock exchange and the Amsterdam-based European Options Exchange.

The two exchanges have asked Coopers & Lybrand to report this autumn on potential areas for partnerships. In the first instance, the two markets are interested in exploring cost-savings that could be generated by operating joint back-room administration and legal services. However, a more thorough-going link-up is also possible.

"There is no question of an automatic merger, but far-reaching co-operation can also not be ruled out," says Mr van Iersum.

In the longer term, the stock exchange also wants to increase the number of Dutch companies coming to the market. Next year's privatisation of the Dutch PTT will be the biggest-ever flotation in the Amsterdam bourse's history (see report below), but unlike France or Germany, where heavy privatisation programmes should swell turnover in the years ahead, there are few privatisation targets in the Netherlands, meaning that the bourse's ranks can only be bolstered by newcomers from the private sector.

Mr van Iersum says there are at least 200 medium-sized Dutch companies "ripe" for flotation - "we have a magnificent top league of bourse-listed companies, but there's a gap at the lower end," he adds.

Royal PTT Netherlands (KPN)

A record flotation

THE AMSTERDAM Stock Exchange is to get a much-needed boost next year when the government floats a first tranche of shares in its 100 per cent-owned postal and telecommunications company, Royal PTT Netherlands (KPN).

For the bourse, the launch will represent a vital injection of new blood following a steady thinning in the ranks of Amsterdam's listed companies as a result of recent mergers in the paper, foods and banking sectors.

But for KPN itself, the flotation will be equally significant, marking a new stage in its determined efforts to become an internationally-recognised provider of postal and telecommunication services.

"If we remained a state-owned company, our world expansion plans would come to nothing," says Mr Wim Dik, KPN's chairman. "No state-owned company could pull it off."

KPN is well aware that it cannot hope to meet its international goals on its own, particularly in telecommunications where investments are heavy, change is rapid and companies like AT&T are engaged in

expensive acquisitions. Ultimately, the flotation is aimed at putting KPN in a position to find additional strategic partners to realise its international ambitions.

The Amsterdam listing opens up the possibility of arranging cross-stakes in share capital, if necessary, to cement a strategic partnership.

"Our desire to be launched on the bourse is not based in the first instance on a need for capital," says Mr Dik.

So far in the 1990s KPN has concluded a number of far-reaching strategic alliances. The most significant is its participation in Unisource, a three-way partnership with Sweden's Telia and Swiss Telecom aimed at providing specialised telecommunications for multinational companies.

On the postal side, KPN has also linked up with TNT of Australia and the postal authorities of Germany, France, Sweden and Canada to form a joint venture in international express mail.

In eastern Europe, KPN is helping to improve the telecommunications networks of Bulgaria, Ukraine, Hungary and the Czech Republic.

By becoming a listed company, KPN hopes to make it easier to conclude business partnerships, especially with US companies which previously found it difficult to understand the Dutch company's anomalous role as a fully commercial organisation whose shares happened to be owned by the state.

In Dutch terms, KPN's "privatisation" took place in 1988, when the former government agency was transformed into a public limited company accountable to a supervisory board rather than to the ministry of public works.

Although the state retained its 100 per cent share holding, KPN was free to act like a private-sector company. An immediate priority was to train its 102,000 staff -

all former civil servants - to be customer and market-orientated.

KPN's five-year transformation will be capped in the first half of 1994 with the sale of 20-30 per cent of the state's shares. In later tranches, the government intends to reduce its stake below 50 per cent, though it will retain a "golden share."

Estimates of KPN's total market value range up to £12bn. However, the price of the shares will depend largely on the company's future dividend policy, as KPN will be seen primarily as a yield stock. KPN currently pays out 40 per cent of net profits to the state.

The initial flotation will not only rank as the biggest in Dutch history, exceeding the launch of the chemicals group DSM in the late 1980s, but it will also mark the

country's first privatisation of a household name.

Although the holding company KPN may not be immediately recognisable to many Dutch people, the term "PTT" (post, telephone and telegraph) certainly is.

All phone users are customers of PTT Telecom, one of KPN's two main operating companies, while PTT Post is familiar to millions as the place to go to buy stamps or to access the services of the Postbank, which belongs to the ING Group.

Mr Dik, a former senior executive at Unilever, recalls a consultant at KPN in the late 1980s who proposed that the name PTT be dropped. This suggestion was flatly rejected. It would have been crazy, he says, "to discard a brand name when 99 per cent of our customers know exactly what it stands for."

KPN's flotation - the first of a string of share launches by continental telecommunications companies such as Deutsche and France Telecom - is unusual because the Dutch postal services will be included. But KPN's postal operations are themselves unusual because they are profitable.

unlike all other post offices in Europe with the exception of Britain's Royal Mail.

"PTT Post is very healthy and achieves a return on invested capital that is every bit comparable to that of PTT Telecom," says Mr Dik.

KPN's international ambitions extend to postal operations as well as to the more obvious area of telecommunications. Already, low Dutch postal rates have enticed foreign companies to ship their European post to the Netherlands for onward delivery elsewhere on the continent.

Potential expansion opportunities for PTT Post include international consultancy as well as the setting up of postal services for other countries and lending management support.

KPN as a whole intends to double its turnover by the year 2000.

The company, which posted 1992 net profit of £1.66bn on turnover of £15.82bn, says growth will come from the expansion of existing businesses into new areas but also from acquisition.

The Netherlander

The weekly newspaper on the Dutch economy - in English

When the Netherlands is your business, you need objective, up-to-date and authoritative information.

It's available by subscribing to 'The Netherlander', the business weekly published by 'Het Financieele Dagblad'.

'The Netherlander' delivers comprehensive coverage of the Dutch economy, in English, 52 times a year.

It brings you the same high quality of local intelligence that Dutch business people receive from 'Het Financieele Dagblad', Holland's leading financial newspaper.

So before you invest in the Netherlands, invest in a subscription to 'The Netherlander'.

Yes, I want to subscribe to 'The Netherlander' now and save up to 20% off the cover price. Please enter a subscription for: ☐ 26 issues ☐ 52 issues ☐ 104 issues.

Subscription rates:	26 issues	52 issues	104 issues
The Netherlands	DF 136	DF 255	DF 442
Belgium/Luxembourg	DF 166	DF 305	DF 532
Other Countries	DF 211	DF 405	DF 742

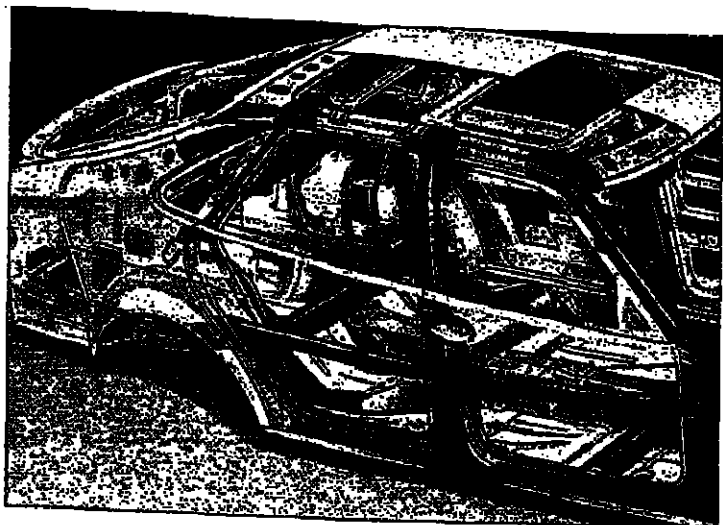
Company: _____
 Surname: _____
 Address: _____
 City: _____
 Country: _____
 Telephone number: _____
 Initials: _____ Mr/Ms
 Postal Code: _____
 Fax number: _____

☐ Invoice me ☐ Invoice my company

Please send to:
 'The Netherlander' - International Subscription Service
 PO Box 216
 NL-1000 AE Amsterdam

Phone: (+31 20) 5574502 Fax: (+31 20) 5574400

The Netherlander



Passengers are protected in a steel safety cage.

The new Saab 900's door handle is intentionally-recessed to reduce wind-noise. With your palm up or down it offers a firm grip. Well appreciated in bad weather or emergencies.

The front was hit at 56 kph.

Designed to crumple, it absorbs and distributes collision forces. The driver-protection system includes seat-belt with pretensioning, airbag, collapsible steering column and our patented A-pillar/front sill connection, reducing leg injury risk by helping to deflect the front wheel from intruding into the cabin during an offset frontal collision.

The rear was struck at 48 kph. Our new Saab 'Safeseat' concept features a unique new steel beam assembly, offering all three occupants three-point

team has worked beyond test-track and laboratory, analysing real-life road accident data. The car bristles with safety features which apply in all markets, not only where legislation demands.

FINALLY, AN UNUSUAL SAFETY ENDORSEMENT.

Twice in succession, Folksam, Sweden's largest insurance company, presented its Safe Car Award to our larger Saab 9000, their results showing it 40 to 60% safer than the average

THE NEW 900. VERY STRONG. VERY SAFE. VERY SAAB.

Totally practical and thoroughly considered, since every Saab design solution is influenced by considerations of Active and Passive Safety.

STARTING WITH 'ACTIVE' SAFETY.

Active Safety? Avoiding accidents in the first place. We match our chassis resonance to that of the human body with prompt and precise signals. (Germany's authoritative "Auto, Motor und Sport" magazine: "...a high level of performance and comfort owing to a sporty and comfortable chassis".)

The driver receives an uninterrupted flow of vital signals enabling corrective or compensative action.

Perhaps explaining the uncanny feeling of security and harmony that accompany even your initial drive.

By increasing chassis rigidity, we have improved handling and driving behaviour consistently across all speeds and loading conditions increasing the car's predictability, an advantage that could be decisive for accident avoidance.

MOVING TO 'PASSIVE' SAFETY.

Over one hundred prototypes were deliberately crashed. A three-way collision simulated effects of a multiple accident.

inertia seat belts and individual head restraints*. The lower seatframe also acts as a cross-member reinforcing side-protection (the rear seat backrest can be optionally equipped with two foldable child seats).

It was rammed in the side at 54 kph.

All doors are packed with shock-absorbent foam. The side-protection-system deforms defensively while absorbing collision force. Occupants are housed in a reinforced steel safety cage that deflects high-speed collision forces. Result? A battered new 900 with safety cage intact. Passengers would have been shaken, but *alive*. For 25 years, our safety engineering

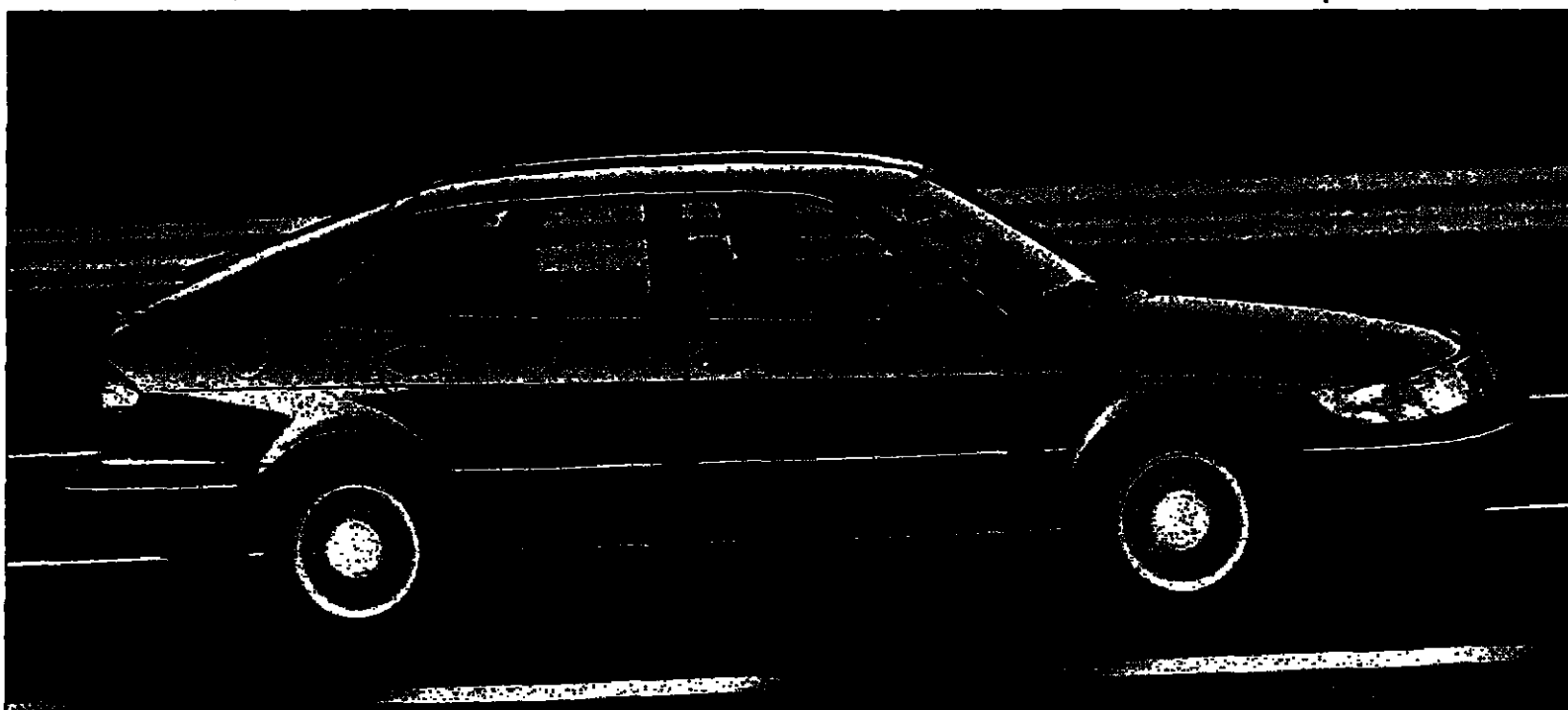
car. Based on the identical design philosophy, our tests indicate that the new 900 is equally as safe. Other insurers agree, endorsing the new 900's safety and stability by, in most cases, reducing premiums below other cars in its class. Very sensible. Very satisfying. And very Saab.

THE NEW 900. VERY SAAB.



SAAB

*Centre head restraint is an option
Specifications and standard equipment may vary by market. Consult your nearest Saab retailer.



Engine choice: 2.5 V6 (170 bhp), 2.0 Turbo (185 bhp), 2.3i (150 bhp), 2.0i (133 bhp)

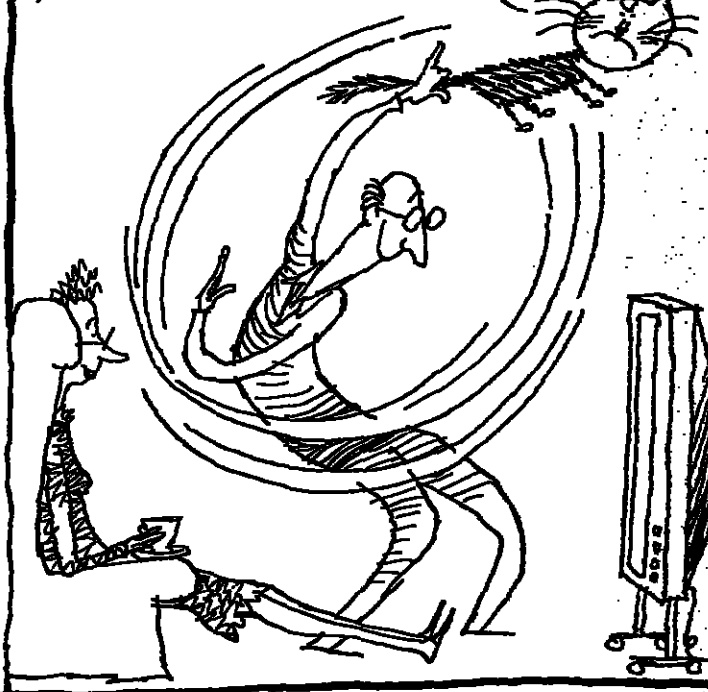
For further information, test drive or the International/Diplomat Sales Program call Saab Information Service +44-71-240-3033 or fax a copy of your business card to +44-71-240-6033.

TECHNOLOGY

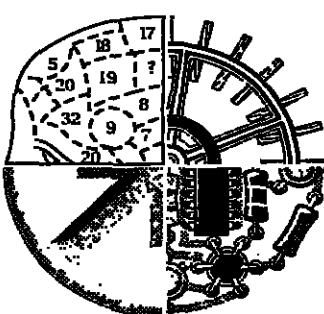
A flat vision of the future

A new type of television screen promises to shake up the global market, writes Michio Nakamoto

SOMETIMES I WISH THEY HADN'T BOUGHT THAT NEW FLAT SCREEN SPACESAVING TV



Worth Watching · Della Bradshaw



Keeping time with kinetic energy

Twenty-five years after the launch of the first quartz wristwatch, Japanese manufacturer Seiko has launched the first quartz watch to work on kinetic energy.

Instead of the traditional battery the watch is powered by the movement of the wearer. Sitting behind the watch face is a semi-circular rotor, which rotates with the movement of the wrist. This is attached to a motion-powered generator, smaller than the head of a match, which can generate up to 2.5 volts of electricity. A microprocessor ensures that the quartz crystal receives the required one-volt supply, and despatches the surplus power to a capacitor, where it is stored for up to a week.

Three minutes of activity will generate enough energy to power the watch for five hours. Ten hours of normal activity will power the watch for three days. At up to £200 each, the range of 10 watches is targeted at the top 5 per cent of watch wearers. Seiko: UK, 0628 770001.

Cutting the cost of colour printing

With the proliferation of colour PCs and software has grown the demand for colour printing. But colour printers have been too expensive for many businesses.

QMS, of Mobile, Alabama, has launched a departmental desk-top colour laser printer for less than £10,000.

The company has reduced the size and cost of the machine by replacing the multiple marking engines - one for each colour ink - with a single unit. In the Laser 1000 a belt circulates to pick up the ink from the four separate hoppers and deliver it to the marking engine. This is then transferred to the drum and

on to the paper.

The Laser 1000 will print two pages of colour documentation a minute at the cost of at least 5p per page. QMS: US, 205 633 4300; UK, 0784 430900.

Designers adopt a model approach

Designers may love the flashy graphics and revolving images on their computers, but they still need models to display what their ideas will look like, writes Andrew Fisher. Yu Thru, of London, has come up with a novel way of showing designs in three-dimensional form.

This is achieved by stacking printed information on optically clear film between Perspex layers. The film sheets are taken as slices of a computer-generated graphic and printed with a thermal plotter. The contoured slices, 20 or more, are bolted together to produce the image. Yu Thru: UK, 071 731 7103.

Glint of a new standard

Computer companies as diverse as IBM and Nintendo have agreed to use OpenGL as the standard for three-dimensional graphics for multimedia, virtual reality and video applications.

Chip-maker Du Pont Pixel is developing a chip to be sold on the open market which will bring OpenGL to the world of the Unix workstation or Windows/NT. Glint, as the chip is known, is aimed at makers of both complete systems and component boards. Du Pont Pixel: UK, 0784 470555.

Computers are all ears for truancy

As the school term begins again, students who are contemplating skipping lessons should beware. Teachers are now turning to computers to spot the truants.

The electronic attendance registration system - Ears - is a computer tablet in a folder. Each time the teacher takes the register the pupils name is ticked off on the screen. This information is sent by radio to the central computer in the school office where it is collated.

The system, developed by Bromcom Computers, can even write to the parents of missing pupils. Bromcom: 081 461 3737.

The consumer electronics industry has been searching desperately for ways to revitalise the television market. There has been much excitement in the industry over wide-screen television and, further ahead, high-definition equipment.

But a different kind of television unveiled by Matsushita Electric of Japan could be just what the industry needs to spark demand among consumers for new sets.

Matsushita's television boasts a flat screen that is a third of the depth of conventional sets. Matsushita calls the new product Flat Vision and believes it can capture more than 10 per cent of the world's display market by the end of the decade.

The 14-inch television, which Matsushita will sell in Japan from October 1, has a screen that is less than 10cm in depth, compared with about 34cm for conventional televisions of the same size which use cathode ray tubes.

Matsushita also plans to introduce computers and multimedia devices using the flat panel. If the company succeeds in overcoming some technological hitches, televisions on the wall may become a reality earlier than expected.

The starting point for Flat Vision

lay in what appears to have been an inspiration from the research and development staff at Matsushita. While consumer electronics makers have tried to make thinner televisions, doing so with conventional technology, which uses CRTs, was always a problem. CRTs are necessarily bulky, with an electron beam at the back of the tube to scan colour dots on the screen's face and produce a moving picture. The tubes are thick to allow the electron beam enough room to bend to reach the outer edges of the screen.

Matsushita has overcome the problem by replacing the bulky electron beam with a matrix of 9,746 tiny tubes that are lined up to form the shape of a television screen.

Flat Vision consists of 41 vertical wire cathode tubes, with 232 mini-tubes per wire cathode on the back-plate which emit the electrons. There are five control plates and a fluorescent surface with colour phosphor strips on the surface.

The picture is created through the illumination of the fluorescent front surface by the electrons, with a separate electron beam source for each of the 9,746 tubes. Each mini-tube thus acts like a CRT, scanning six lines of two sets of the three colour elements (red, blue and green) to form the picture.

Flat Vision retains the CRT advantage of being self-illuminating and therefore very bright. "By allocating only small areas of the display to each electron beam source, the company was able to achieve a much slimmer body than if one electron beam was responsible for the entire display area," Matsushita says.

The closeness of the cathode to the faceplate, the fluorescent surface which contains colour dots, means it is easy to aim the electron beam to the proper colour and this enhances the picture clarity and brightness. Since the Flat Vision screen has a grid of small CRTs there is no blurring at the edges of the screen, allowing a wider viewing angle than conventional televisions.

There is still much to be improved upon in Matsushita's screen. The company admits that because the glass of the screen is flat, it is not as strong as the curved CRT screen and is therefore more vulnerable to pressure. This makes it difficult to produce televisions larger than 20 inches until a further breakthrough in the technology.

The electronics team at SG Warburg, the securities company, believes that because Flat Vision splits up the screen into a large

At the Sharp end

low-reflectivity thin-film transistor LCD.

A big problem with portable televisions has been the difficulty of getting clear pictures outdoors. Because LCDs do not emit light on their own but need to use a backlight, they are more likely to lose picture brightness than CRTs when another light source interferes.

Sharp has improved the brightness of the Crystaltron by using a stronger but smaller backlight, together with a low-reflectivity LCD panel and by replacing the glass of the front cover with a low-reflectivity material.

In order to improve picture

quality, Sharp was able to increase the amount of light that reaches the eye after passing through the LCD panel. In the past, only about 40 per cent of the light penetrated the LCD panel, but this has been increased to 48 per cent.

Another product using LCD into which Sharp has been putting its energies is projection television. LCD panels are placed inside the projector which makes it much easier to set up than conventional televisions, and portable as well.

Since conventional television uses tubes which bend under the influence of the earth's magnetism, they need to be adjusted each time they are set up in a different place. With LCD projection television,

number of minitubes in the screen in high-resolution applications, making Flat Vision in its current state unsuitable for high-definition television.

Its high power consumption also means it is unlikely to become a viable alternative to liquid crystal display technology found in portable applications, SG Warburg says.

Matsushita's Flat Vision product will go on sale in Japan at a cost of ¥285,000 (£1,811). The company initially plans 1,000 units to be produced a month.

By 2000, Matsushita believes that Flat Vision will sell about 25m units annually, or more than 10 per cent of the annual worldwide display market which it forecasts will be 217m units, up from 140m units today, including CRT and LCD devices.

To meet its forecasts the company plans to start licensing the technology, for which it already has over 133 domestic patents, to third parties. It has applied for another 1,300 patents in Japan.

that problem is eliminated altogether, says Takashi Matsumoto, general manager of Sharp's LCD visual systems division.

Sharp has developed a 2.8-inch high-density LCD panel with 217,945 pixels for the system. By combining three of these panels its projection television produces high quality resulting from 653,835 pixels.

There are a number of problems that continue to plague LCDs. Not least is the technological complexity of producing them, which makes LCDs both costly and difficult to make in larger sizes. But the light weight, low-power consumption and flatness of the screens give LCDs an advantage in portable applications that is hard to beat.

MN

COMMERCIAL PROPERTY

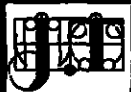
UPON THE INSTRUCTIONS OF LPA RECEIVERS

CUMBERLAND PARK, LONDON NW10

High quality offices, warehousing and studios part income producing.

FREEHOLD INVESTMENT FOR SALE OR LEASEHOLD ACCOMMODATION TO LET

ALL ENQUIRIES



J. TREVOR & SONS

58 Grosvenor Street, London W1X 0DD

071-629 8151

CONTACT: WARWICK BOOKMAN

AUCTION

28th September 1993

70 lots of which
50 within Greater London

including
prime tenant investments and commercial and residential development opportunities

For a catalogue tel:

0891 515011

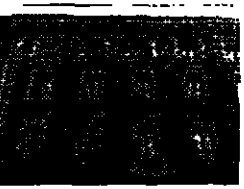
Call charged at 34p per min plus cheap rates and 40p per minute at other times

CONRAD RITBLAT SINCLAIR GOLDSMITH

MILAN - ITALY

QUALITY OFFICE

20,000 SQ. FT. TO LET



Prestigious period building
central location
(Via DANTE)
±23,500 SQ. FT.
Air conditioning

MILAN FILCASA SERVICE
Piazza Cavour, 21 - 20121 Milano
Tel 02/4600722 - Fax 02/4600723
LONDON DOMINICKS
20 Victoria Street - London W1W 7ST
Tel 071 580741 - Fax 071 580742

95-98 BAKER STREET, W1

SINGLE A/C OFFICE FLOOR

1,743 sq. ft.

TO LET @ £10 psf!

DRUCE

071 436 1252

SWISS COTTAGE

Adj. Station.
Newly Refurbished
Air Con Offices
2,000 - 4,000 sq ft

From £5 psf

Immediate Occupation

Ref: ML

071 486 1252

FT SURVEYS

THE UK PROPERTY REVIEW

The Financial Times proposes
to publish this survey on

Friday, 19th
November 1993.

Marketing a property has never been so difficult. Tough times need direct measures, so don't waste your time talking to a middle man when there's a sure fire way of reaching the tenant direct.

The FT is read by more property decision makers than any other quality daily.*

Imagine speaking to all of these end users on the same day.

The UK Property Review is a tabloid survey. It will provide senior decision makers with an invaluable document on commercial property in the UK.

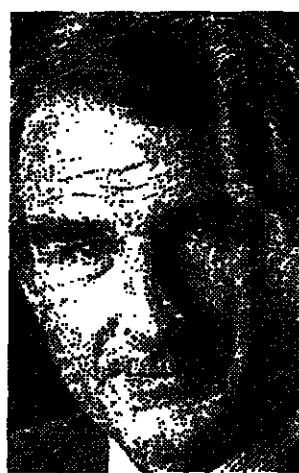
For full advertising details and editorial synopsis please telephone

Wai-Fung Cheung on
071-873 3574.

*Source: BMRC 1993

PEOPLE

GKN finds finance director



Automotive components and industrial services group GKN is at last filling the finance director's seat left vacant by Brian Walsh's departure to the TI Group in April.

About to get his feet under Walsh's old desk at GKN's London headquarters is 48-year-old Merseyside David Turner, who has been finance director of food distribution and agribusiness conglomerate Booker for the past nine years.

Turner, a chartered accountant whose career included spells with Touche Ross and Mobil Oil before signing up with Booker as a financial controller in 1975, is expected to

take up the post "in the next month or two", according to GKN.

The lack of apparent urgency might seem somewhat surprising, given the length of time since Walsh's departure. But costs are well battered down, recession is starting to abate and the rest of GKN's hierarchy has been stable for some time.

Not least, hands-on chairman Sir David Lees himself had a lengthy stint as finance director before climbing the last few rungs of the corporate rigging. So the ship of finance has been able to sail serenely on, according to one GKN insider.

Non-executive directors

■ Sir William Purves, chairman of HSBC Holdings, at SHELL Transport and Trading Company.

■ Peter Voller has resigned from WATERLOO INTERNATIONAL HOLDINGS.

■ Edward Townsend, former finance director of Dobson Park Industries, has resigned from INSTEM in which Dobson Park has a substantial stake.

■ Jonathan Agnew, former chief executive of Kleinwort Benson who has recently been appointed a temporary adviser to the SIB, at GREENFRIAR INVESTMENT COMPANY.

■ Javid Aziz, chairman of IBM Financial Services and a director of IBM UK Holdings, at BRITISH RAILWAYS BOARD.

Managing director No 3 looks forward to tomorrow

Tomorrows Leisure, the USM-quoted, Newcastle-based hotels and leisure group which has been on a roller-coaster of management changes in recent months, has appointed Chris Blaxall, 38, as managing director.

Blaxall, 38, has come from the Consett, Co Durham-based Derwent Valley Food Group, best known for its "Phileas Fogg" snack range, where he was group finance director.

Blaxall is Tomorrows Leisure's third managing director in as many months. He succeeds Stephen Lovely, who held the post for three weeks before resigning with immediate effect in late July. Lovely replaced Malcolm Powell, who then became operations director, a post from which he has

now resigned.

In July Tomorrows Leisure gave a second loss warning for its results for the year to March 31, which have yet to be published. It also announced at that time that John Roberts, a former Next director brought in in February as chairman, John Sanderson, who stepped down as chairman and managing director in the February reshuffle, had become executive chairman.

Blaxall, a chartered accountant, assisted the founder directors of Derwent Valley Food Group, which he joined in 1991, in refocusing the business back to its core activities and selling it to United Biscuits for £27m in March.

QMH: Cairns and Bould check in

Andrew Coppel, the chief executive charged with sorting out the affairs of Queens Moat Houses, is still unable to explain exactly what went wrong at the hotel group, whose shares were suspended last March.

He has, however, recruited two new senior executives charged with finding ways of turning the group's 191 hotels in the UK and continental Europe into a viable business.

Michael Cairns, 53, is to join the board as chief operating officer, hotels on September 20. Cairns has been with InterContinental Hotels for 25 years, most recently managing its European, Middle Eastern

and African properties. He is also managing director of Salsom Overseas Holdings, InterContinental's parent company.

The second appointee is Andrew Bould, 45, senior vice president of sales and marketing at Hilton International, who is to become managing director of Queens Moat's UK hotels division.

Bould's appointment is in line with Coppel's view that the UK business needs its own chief executive, rather than being run directly by group head office, as under the previous management.

Coppel says Cairns will need to grapple with markedly different problems in the UK and

Germany, the group's two most important markets.

In Germany, Coppel found that the hotels had been reasonably well-managed under the old regime, with proper financial controls. The difficulty is the country's economic downturn, which has damaged trading.

In the UK, where hoteliers say business is picking up, Cairns and Bould need to decide what to do about the management weaknesses which existed before the shares were suspended. These include the management incentive scheme, which went badly wrong, and the branding and marketing of the hotels.

Finance moves

■ Michael Williams, formerly md Europe for Barclays Global Services, has been appointed general manager in charge of the banking division of NOMURA Bank International.

■ Steve Quidington, formerly senior manager with NatWest's international trade and banking services division, has been promoted to md of NATWEST Stockbrokers on the resignation of Neil Stapley.

■ Colin Campbell, formerly director of personnel at Gartmore Investment Management, has been appointed personnel director at NEWTON INVESTMENT MANAGEMENT.

■ John Harris, formerly regional head of financial institutions business with Standard Chartered, has been appointed chief general manager of the GULF BANK.

■ Bob Jones, formerly md of Lombard Tricity Finance, has been appointed to the board of Lombard North Central, a subsidiary of NATIONAL WESTMINSTER BANK.

■ Julian Mayo has been promoted to become a director of THORNTON Investment Management and Nick Hodgson a director of Thornton Unit Managers.

■ Nigel Barry, Ian Massie and David McCraw have been promoted to the board of DUNEDIN FUND MANAGERS.

■ Peter Radcliffe (below), formerly banking director of Abbey National, has been appointed director of business development at FIRST DATA RESOURCES. FDR, a business unit of First Data Corporation, and which makes credit cards, two years ago purchased Signet from its shareholders, Lloyds, Midland, NatWest and RBS. Midland has provided FDR with its acquirer services director: Stephen Walker moves from being head of service management at Midland Bank Card Services.



Sculpture / William Packer

An exhibition of Arts Council complacency

IN ITS eager, condescending way, the pamphlet for children that accompanies the Arts Council's exhibition Recent British Sculpture, a selection of works lately acquired for its, that is to say our collection, says it all.

The introductory paragraph is itself a collector's item. "What is Sculpture?" it asks itself. "Once upon a time this question was quite easy to answer. A sculpture was solid and three-dimensional, not flat like a picture. It could be big or small, but it generally stood on a plinth, not on the floor. It was usually carved from stone or wood, or modelled in clay and cast in metal. Sculpture was mostly about people and animals - people in particular. It didn't move. Not any more."

The statement is breath-taking in its complacency. This is written off in an easy, thoughtless antithesis the universal tradition that by now should embrace the cumulative experience of the millennia, from the earliest of civilisations to our own, from the Willendorf Venus to Henry Moore, from Easter Island to the bronzes of Benin, the great Buddha of

Nara, the tombs of the Pharaohs, the totems of the Pacific, the figures of Michelangelo. Plinths indeed: people and animals forsooth: so that is what it was about all that time.

That such simple-minded futilities should be uttered in the name of education is merely the measure of how far we have come. That is not to say that all the works on show are therefore without merit. The point lies rather with the critical assumption behind the selection, and the clear signal given to young minds, that we need no longer bother ourselves with all that boring, old-fashioned, disciplined, difficult, dusty stuff. Chuck it all out along with the life-model, the museum cabinet. Nowadays anything goes: do your own thing: art is whatever you like to say it is: what fun.

It is the philosophy of play-pit self-expression, visual joke and glib idea as substitute for the creative and the profound. No monuments to mortality here, but plenty of bright ideas. Richard Wentworth is one of the most thoughtful sculptors we have, with an aesthetic fastidiousness in the

formal control and disposition of his materials, and a surrealist's wit in the redeployment of given objects. His "Toy" has a sardine-tin set as it were floating in a now solid galvanised tub, an object as simple as it is ambiguous and imaginatively satisfying. "Richard Wentworth", we are told, "says that he thinks of his studio... as 'the playroom where I'm not told to tidy up'. He should be ashamed of himself."

Bill Woodrow's black crow tearing at carrion is an elegantly clever thing as he, so clever a sculptor, has ever done. David Nash's small and rudely carved "Coal Stove" is a nicely contradictory conceit, an image at once purposeful and impractical. Less convincing and more literary in her ambiguity, Cornelia Parker has made several hundred lead casts of a Big Ben souvenir which she has arranged in a cone-like heap that spreads out in neat, widening circles on the floor - "Fleeting Monument", time passing, mutability, leaden symbolism.

This is indeed a literary, concept-driven collection. Ron

Haselden, with his clicking, flickering, electronic "Red Nose", an engagingly casual assemblage of eviscerated cameras and naked circuitry, hints, we are told in the catalogue, "at deeper concerns and questions the role of the camera - a machine... which is sometimes said to 'capture' its subjects." On we go: "Indirect Lighting", like much of Julian Opie's work, treads a very wary path between the languages of high art and of mass design. "Stephen Hughes" ("Container One") has explored the concept of containment in various materials and forms over a number of years. "Territorial" explores Veronica Ryan's concern with boundaries and the edges of things."

Such is the current jargon of justification. Sculpture is no longer simply what it is, ambiguous, intuitive, inarticulate, magical. It must be about this, concerned with that, take an interest, explore ideas, strike an attitude. Antony Gormley's "Five Fishes" consists of five long objects, such as a truncheon or a blade, each encased in lead. Lead, he tells us, "is a material of transmutation and insulation: death to the object - a removal from sight to be reborn in another place of the mind where differentiation has not occurred... This work abolishes time by removing objects from its flow and represents a moment of Adam's naming where evil coexists with good." How silly of me of course it does.

From all this earnest company, Dhruva Mistry stands apart, one sculptor allowed to acknowledge the wider tradition of the figure and the humane response, ancient Indian at one with modern and European. Here, even on the smallest scale, in his fractured carving of a reclining woman, he achieves the monumental.

The sculptor is free, of course, to use whatever materials he feels appropriate to his purposes, and in whatever way. It is only the narrow crit-



Traditions embodied by Michelangelo's David are dismissed by the Arts Council exhibition notes

ical exclusivity that is worrying, as though to say: only such an approach or interest is valid. "During the last decade", says the catalogue, "British sculpture has received international acclaim." Did it then receive none in the 1940s, with Moore and Hepworth, none in the 1950s with Turnbull, Paolozzi, Armitage, Butler,

none in the 1960s with Caro, King, Tucker, none in the 1970s with likes of Long and Flanagan? So where in the collection are all the others, the carvers and modellers among them, even now still hard at work?

"Such a wealth of talent has emerged of late that it has been impossible for the Collection to acquire work by all art-

ists of importance." So that is all right then.

Recent British Sculpture from the Arts Council Collection - Royal Festival Hall to Oct 3. Then: Coventry, Hull, Llandudno, Eastbourne, Bournemouth, Bath, Plymouth, Ayr, Stirling, sponsored by British Telecom.



Clever umbrellas: Crow and Carrion by Bill Woodrow part of Recent British Sculpture

Theatre / Andrew St George

An African Macbeth

JOHN Mortimer's father used to greet his three-year-old son with "Is execution done on Cawdor?", expecting a reply from the fledgling barrister-writer. The beauty of this is that the entire play flashes in front of you: the blood, the dark, the assassinations, the multitudinous seas. *Macbeth* translates well from one place to another. At the Bridge Lane Theatre, clanish Scotland has become tribal Africa, maybe Nigeria or Ghana.

This is a predominantly black African *Macbeth* from Committed Artists UK, a British company which has just finished a tour of the US. The production has moments of great power, but could still quicken and concentrate.

The set is a large sandy pancake with oil drums round one side and a smoking pot of incense in the middle. The modern design puts the soldiers in red berets and fatigues; the weapons of choice, a problem when bringing Shakespeare into the era of automatic fire, are machetes.

At the opening, the witches curse and spit in the sand, like the exemplary weird sisters in Roman Polanski's violent film version. This is voodoo rather than Celtic sorcery, and the witches are an unsettling presence appearing throughout the action behind a mesh screen at the wall behind the circular stage. Later, the witches work themselves into a fine frenzy, dispelling the thought that "double double toil and

trouble" might have more to do with backgammon than the clairvoyant cassoulet ("eye of newt... tongue of dog") they are cooking for Macbeth.

Stephen Rayne's direction of this, Shakespeare's shortest play, strings the action out; the acting, especially in the court scenes, is fitful and patchy. *Macbeth* (Hakem Kae-Ka-zeem) starts out matter-of-factly, a trigger-happy guerrilla. But with "If it were done, when 'tis done", the issues become hazy, even if elsewhere the verse sounds choppy. The Banquo-ghost scenes are a stormy triumph, but *Macbeth* finishes too quietly, wrapped in a cloak, rocking on his haunches over the body of his wife, clutching a voodoo doll as the witches look on.

The play's energies gather at the entrance of Lady Macbeth, superbly played by Jaye Griffiths. From her first lines she finds the urgency and breathlessness in the part. She reacts physically as she summons the spirits to "unsex" her and fill her with cruelty.

The production draws on Trevor Nunn's chamber style of Shakespeare from the Other Place, Stratford-upon-Avon. It shows Bridge Lane at its best: this is a fine space, an Almeida south of the river, just surviving into its 11th year in a harsh financial climate.

In repertoire, Bridge Lane Theatre, SW11 (071-228-8828).

THIS NEW play brings back the last time your father willfully under-rated you and the last time you wanted to hurt him. It is so well-written that it can steer its audience from zipping, uproariously funny start, through a mid-ground where laughter is both appropriate and inappropriate, to the gradual, serious contemplation of a moral dilemma. All about a small family business with three generations, it stirs up the raw feelings that can only occur within a family - and, in this case, within its menfolk.

Jack and Gordon, Chapel's two surviving sons, have been preparing for 20 years to push their father, now 75, into retirement. The third generation, Barry, David, and Tony, are in their 20s, and can already see that the company needs changes more radical than those Jack and Gordon would initiate. Chapel, meanwhile, is not going lightly. Father/son conflicts ignite all over the place. A *Going Concern* catches all the chatty comedy pertinent to men sharing a workshop, and

Theatre / Alastair Macaulay

A Brutus of the billiard-table business

it picks up that brisk comic tone at several points.

The family company makes, and repairs, billiard tables. The play's author is Stephen Jeffreys, who recently adapted the RSC's staging of *A Jovial Crew* and whose own comedy *Valued Friends* was a success at the Hampstead Theatre in 1989 and 1990. *A Going Concern* is based in autobiographical material for him, since he comes from a family of billiard-table-makers.

Matthew Lloyd directs; and I have only praise for his cast, and for the way the play introduces them as simple sit-com types and then deepens them, one by one. Rose Dinsdale, is Tony, who emerges as the young Brutus of this

family coup d'état; David Killick is his fierce father Gordon; David Horovitch is Gordon's milder brother Jack; James Clyde their nephew Barry, devoted to 1960s pop music; Adam Godley is Jack's son David, an Eng. lit. student who occasionally works for the company (plainly closest to Jeffreys himself); Henry Stammer is the heartless old fox Chapel.

Each one is a vivid agent in the drama; and each then stands back to comment in alarm on what occurs. (This even goes for the non-family member of the workforce, Ray, played by Shaun Prendergast.) Samantha Holland is Vicky, the new accountant who finds herself suddenly involved with

the business officially and in private. It is she who has the play's best line ("Right now, there is one sixth of a melon dusted with cinnamon sitting in a fridge in Muswell Hill with your name on it") - funny because of both its timing and her deadpan delivery; and it is she who exposes the family's most serious secret treacheries.

The play shines with old-fashioned virtues. Every role is interestingly three-dimensional; the fluctuation of comic and serious tone is perfectly judged; there is even a quotation ("days of wine and roses"), skillfully introduced and woven through the play. I am not sure, however, why he sets it in 1966 and makes it a period piece (references to Donovan, Colin Cowdrey, *The Man From UNCLE*, et al.). Just as the play's rawer surfaces grow exciting, some new period detail distances it from us. And several long speeches are conceived slightly too much as great set pieces. The play stirs me, but I occasionally wish it were less neat.

Concert

Twinkle of a fresh talent

IN THE Queen Elizabeth Hall on Wednesday, a concert by George Benjamin and his young Premiere Ensemble included a remarkably appealing discovery: Unsuk Chin, a 32-year-old Korean composer from Seoul. Benjamin came upon her *Seven Fairytales* just a few months ago, while serving on a Paris competition-jury.

Taking her inspiration from mini-tales secreted in *Alice Through the Looking Glass* and Michael Ende's *The Endless Story*, Unsuk Chin has fractured these texts - hence her subtitle, "Akrastichon-Wortspiel" - perhaps you need to be Korean to believe that Western words sung backwards will retain their "symbolic meaning" - and has set them for soprano and a tingling little ensemble. The results between a clever, original ear. Not so original as to conceal debts to her teacher Ligeti and to György Kurtág; but overall the bright fantasy, economy and pungency of this sequence ring too consistently true to be anyone's but her own.

Through the seven settings share a family resemblance (a taste for whispered, spidery intricacies, for piercing pedal-points in extreme registers, for sudden plainness after busy instrumental textures), each has its special ear-catching character. Genuinely fabulous, they twinkle and tantalise. We must hear more of her.

We had a lot of Benjamin, in his expert and various roles as conductor, pianist and composer; in his own programme, notes, too, with some discreet polemic about Webern's restricted, "weightless" style (which "proved so thrilling to the ears and minds" of 1950s composers, "although that time is now well past"; Benjamin is an 1980s composer) and conversely about the "egotistic excesses of romanticism, still resonant in our own decade".

He conducted Webern's gentle 12-note Symphony op. 21 quite simply, without special pointing, though as pianist in the accompanying trio for Ravel's three *Chansons madécasses* he underlined the most telling strokes with a fellow-professional's relish.

After her poised *Fairytales*, the soprano Penelope Walton-Clarke sang the mould-breaking Ravel triptych so beautifully, and fixed the distinct persona of each song with such assured elegance, as to disarm my settled prejudice against non-mezzos in this music. Her clear, cultivated French almost compensated for the omission of the texts from the programme-book.

Gérard Grisey's microtonal experiments for a pair of horns, *Accords perdus*, generated some intriguing aural cross-talk, but little more. In Varèse's *Octandre* Benjamin concentrated on hyper-subtle detail, at some cost to its raw energy. His own *At First Light*, which had a rapturous welcome in 1982, sounded more prettily episodic and less gripping than one remembered it from London Sinfonietta performances. The Premiere Ensemble, excellent though it is, has not risen yet to the Sinfonietta's level of forceful, single-minded conviction.

David Murray

INTERNATIONAL ARTS GUIDE

BERLIN

BERLIN is on the move. Tomorrow, the Deutsche Oper begins a four-week visit to Japan with the first of five performances of *Die Meistersinger von Nürnberg* at Tokyo's Bunka Kaikan. Next month, the Berlin Philharmonic Orchestra tours North America with its chief conductor, Claudio Abbado.

The Deutsche Oper last visited Japan in 1987, when it gave Japanese audiences their first chance to hear Wagner's Ring performed as a complete cycle. The company's latest visit is also devoted to Wagner, in productions by the Deutsche Oper Intendant, Götz Friedrich. *Meistersinger* is conducted by Rafael Frühbeck de Burgos, with a cast headed by Wolfgang Brendel, Elke Wilmschulte, Paul Frey and Eva Johansson. Tristan and Isolde, which receives the first of five performances at Tokyo's Nihon Hall on September 24, is conducted by Jiri Kout,

with Gwyneth Jones and Janis Martin alternating as Isolde and René Kollo singing as Tristan. Lohengrin, conducted by Christian Thielemann, opens at Bunka Kaikan on September 30, with a cast including Thomas Sammerich, Janis Martin, Karan Armstrong and Oskar Hillebrandt.

There are also two concerts: Frühbeck de Burgos conducts Beethoven's Ninth Symphony at Tokyo's Suntory Hall next Tuesday, and Heinrich Hollreiser conducts the first act of *Die Walküre* and extracts from *Götterdämmerung* at Yokohama on October 10. A total of 420 company members are taking part in the tour, which was organised in exchange for this month's Berlin Festival performances by Ichikawa Ennosuke's Kabuki ensemble, the Zeami-za Noh Theatre Group and the Tokyo Ballet.

The Berlin Philharmonic's North American tour programmes are dominated by Mahler symphonies. Abbado will conduct all the concerts, starting in Washington on October 20, and proceeding via Chicago, Toronto and Boston to New York's Carnegie Hall, where the tour ends with concerts on October 28, 29 and 30.

EXHIBITIONS GUIDE

AMSTERDAM
Van Gogh Museum Philippe Rousseau and Louis Weiden

Hawkins: neither Rousseau's still-lives nor Hawkins' symbolist and decorative paintings are the work of a master, but they recall the striking role these 19th century French artists played in their own milieu. Ends Nov 14. Daily. Rijksmuseum Rembrandt in a new light: seven restored paintings. Ends Nov 1. Closed Mon. Stedelijk Museum John Wesley (b1928): 30 paintings and a number of sculptures by the American associated with the Pop Art movement. Ends Oct 10. Daily. Berlin Martin-Gropius-Bau Japan and Europe 1543-1829: a collection of 500 objects from Japanese, American and European collections, tracing the development of Japanese art and its cross-currents with European art. Ends Dec 12. Ivan Puni (1892-1958): 200 works by one of the leading figures of the Soviet avant-garde. Ends Nov 14. Closed Mon. FLORENCE Casa Buonarroti Michelangelo - 18 masterpieces: these are the top drawings out of the 200-strong collection owned by the Buonarroti family. All are of the highest quality, and all are signed by the artist. Ends Oct 30. Galleria del Costume di Palazzo Pitti Fashion at the Court of the Medici. Ends Dec 31. GLASGOW Hunterian Art Gallery Whistler on Paper: watercolours and prints, including portraits, nudes, street scenes and nocturnes, selected from Glasgow University's major collection of work by the 19th century American artist. Ends

Oct 30. Closed Sun. Burrell Collection A Celebration of Art in Nature: an exhibition marking the 10th anniversary of the building which houses one of the most prestigious public art collections in the world. Ends Nov 10. Daily. HILDESHEIM Roemer und Pelizaeus Museum Bernhard von Hildesheim and the Age of the Otto Dynasty: silk, crystal, illuminated manuscripts, wall coverings, bronzes, goldsmiths' work, religious reliquaries and other treasures marking the 1,000th anniversary of the appointment of the influential Hildesheim bishop. Ends Nov 28. Daily. LAUSANNE Musée d'Art Contemporain Jean-Michel Basquiat (1960-88): 100 paintings and drawings by the Brooklyn artist whose images often reflect the harsh realities of street life. Ends Nov 7. Christo de Carouge and Gregoria Recio: contemporary clothing designs. Ends Oct 10. Daily. Musée Cantonal des Beaux-Arts François Boccia: 80 paintings of western Switzerland by the 19th century artist and two of his contemporaries. Ends Nov 28. Bill Viola (b1951): installations by the American video artist. Ends Nov 28. Closed Mon. Fondation de l'Hermitage Monet and His Friends. Ends Sep 26. Closed Mon. LONDON Whitechapel Art Gallery Lucien Freud: paintings, drawings and etchings created since 1980 by the celebrated British artist, grandson of Sigmund Freud. Ends

Nov 21. Closed Mon. Institute of Contemporary Arts Jean Nouvel: a series of multi-media installations taking the viewer on a journey through the work of a great proponent of post-modern architecture. Ends Oct 25. Daily. Hayward Gallery Aratare: the most comprehensive exhibition of Aboriginal art ever seen in Europe. Ends Oct 10. Daily. Royal Academy of Arts Picasso's Royal Paintings. Ends Oct 10. Daily. Tate Gallery Edward Burne-Jones: sketches from the museum's collection. Ends Nov 7. Daily. National Gallery The Wilton Diptych: first of a series of exhibitions examining in depth a major work from the gallery's collection, focusing here on a beautiful late 14th century painting of Richard II being presented to the Virgin and Child. Opens next Wed. Daily. NEW YORK Guggenheim Museum Paul Klee: 60 works from the museum's own collection. Ends Oct 31. Rebecca Horn: first full-scale retrospective of the German artist. Ends Oct 1. The main museum is closed on Thurs. the SoHo site on Tues. Metropolitan Museum of Art Versailles 1773: American fashion on the world stage. Ends Nov 28. Closed Mon. Museum of Modern Art Marco Zanuso (b1918) and Richard Sapper (b1932): 20 objects from the years 1959-78 by the Milan-based industrial and architectural design team. Ends Nov 9. Gabriel Orozco: first US one-man exhibition by the Mexican sculptor and

photographer. Ends Oct 18. Chuck Close (b1940): 15 large-scale screen prints. Ends Sep 28. Closed Wed. Whitney Museum of American Art Hopper in Paris: a selection of paintings completed during the three extended trips Edward Hopper took to Paris as a young man 1906-10. Ends Oct 3. American Art in Transition 1955-62: 140 works by 21 artists, exploring the evolution from Abstract Expressionism to Pop Art. Ends Oct 10. Closed Mon. PARIS Musée d'Orsay Great French Paintings from the Barnes Foundation: 80 of the finest impressionist, post-impressionist and early modern paintings from the collection of Albert Barnes, a wealthy early 20th century Philadelphia art lover. Among the highlights are works by Renoir, Cézanne, Seurat, Picasso and Matisse. Ends Jan 2. Closed Mon, late opening Thurs (qual Anatole France). Petit Palais Masterworks from Leipzig: 64 oils and 104 drawings from Leipzig's public art collection, comprising works of the German renaissance, 17th century Dutch paintings, 18th and 17th century Italian drawings and the German romantic movement. Ends Dec 5. Closed Mon. Carles musées available at all metro stations and museums, to avoid queuing at 60 museums including the Louvre, Musée d'Orsay and Versailles. STUTTGART Württembergischer Kunstverein The Gardens of Islam: paintings,

carpets, ornamental drawings, ceramics and fragments of the Koran, emanating from countries as far apart as Morocco and Indonesia, and evoking the diversity and exotic grandeur of traditional Islamic art. Ends Oct 31. Closed Mon. Staatsgalerie Oskar Schlemmer: 150 paintings, sketches and drawings by the influential Bauhaus teacher, who was later denounced as degenerate by the Nazis. Ends Nov 14. Closed Mon. Galerie der Stadt Keith Haring (1958-90): 200 woodcuts, lithographs and drawings by the talented New Yorker who began as a graffiti artist. Ends Nov 7. Closed Mon. WASHINGTON

National Gallery of Art Lovis Corinth: 74 prints and drawings by the realist painter and draughtsman, one of the most important figures in turn-of-the-century German art. Ends Feb 21. Daily. Walters Arts Gallery Kabuki Prints by Hiroasada: designs by the 19th century Japanese printmaker, capturing climactic moments of favourite plays. Ends Sep 26. Artists of Ecouen: 25 drawings recording daily life in late 19th century France, by a group of artists eclipsed by impressionism and the modern movement. Ends Feb 6. Closed Mon. Textile Museum A Textile Journey in Japan: a collection of materials from the rough and rustic to the fashionably urban. Ends Feb 27. Daily.

FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL
Tel: 071-873 3000 Telex: 922186 Fax: 071-407 5700

Friday September 10 1993

Plus ça change
across Europe

THE CASUAL observer, returning tanned from a long news-free vacation, could be forgiven for thinking that nothing has changed in Europe's tense and turbulent foreign exchange markets. The Bundesbank continues to tease the traders, yesterday delivering an unexpectedly large cut in official interest rates. Meanwhile, much of the rest of Europe - France, Belgium and Denmark in particular - continue to shadow the D-Mark and assume the punishingly high real interest rates that Bundesbank policy implies.

But the world has changed. The collapse of the hard version of the exchange rate mechanism in late July has removed the last remaining rationale for these suicidal policies. Moreover, yesterday's rate cut, and the market response to it, confirm that policy changes must come. First, domestic conditions in Germany mean that monetary policy is not going to fall fast enough to suit the rest of Europe's needs. Second, the rise of the D-Mark against the dollar is tightening the economic squeeze across the rest of Europe, and thus hastening the day when interest rates will have to fall below those in Germany.

It may seem strange that the D-Mark should rally against the dollar in response to a cut in official German rates. German three-month market rates remain over three percentage points above rates in the US, while 10-year rates are over one point higher. But economic trends seem to imply lower German rates and higher US yields. So why has the D-Mark risen by 6% per cent against the dollar since June?

Slow pace

The explanation is to be found in the economic news that has emerged over the summer on both sides of the Atlantic. The Bundesbank has signalled unambiguously that the slow pace of monetary policy easing will continue throughout the autumn. Monetary growth remains above its target range and at the top of the Bundesbank president-elect's list of concerns. Yesterday's discount rate cut makes room for more easing. But the 'repo' rate was cut by a mere tenth of one per cent, suggesting that this space will be exploited slowly.

The headline German economic

indicators send uncertain signals. Output rose by half a per cent between the first and second quarters, while industrial orders grew by 3 per cent in July. This growth was largely driven by the stock-building while German industry remains under severe pressure. But short- and long-term real interest rates are not punitive high, at least by French standards.

Reduced forecasts

In the US, by contrast, the economic news has been bad. Output in the second quarter grew at an annual rate of 1.8 per cent, slightly slower than in Germany; employment fell again last month, and the Clinton administration has reduced its forecasts of US economic growth to 2 per cent this year, from 3.1 per cent as forecast in April. Of course, the US recovery will eventually accelerate - short- and long-term real rates are very low and anecdotal evidence suggests that the housing market is beginning to lead a pick-up in spending on consumer durables. But the next move on US short-term interest rates could still be down.

This is why foreign investors have been happy to stay in Germany. Over the next year, the D-Mark rally may well unwind or worse, for the moment, the currency is rising. What is pervasive is the desire of much of the rest of continental northern Europe to rise with it. In France, that means that the key intervention rate has not fallen since July's crisis, that short-term real interest rates remain in excess of 5 per cent, that output is depressed and that unemployment is both very high and rising. In Belgium, recent interest rate increases are deepening the fiscal crisis and weakening the currency while not easing market fears.

Europe ought now to let the D-Mark gyrate alone. There is no fundamental reason why the French franc ought either to follow the D-Mark down next year or up over the coming months. The best thing for continental European governments would be to acknowledge that the D-Mark's fluctuations reflect German inability to ignore Bundesbank council meetings and to set domestic interest rates according to domestic needs. The sooner they recognise that the world has changed, the better.

Government
à la Gore

THE DIFFERENCE between Vice President Al Gore's proposals for streamlining the US federal government and the many similar plans advanced in previous decades is largely one of motivation. The Clinton administration believes in government; the purpose of this performance review was thus at least as much to improve the public sector's effectiveness as it was to curb expenditure by 'cutting it down to size'.

As President Bill Clinton put it this week: 'Government is broken and we intend to fix it.'

The title 'reinventing government' is, however, misleading. Mr Gore's study asked how government performs, not what it should do. There was no discussion of larger questions, such as the appropriate role of government in the 21st century or the proper distribution of responsibilities between federal and lower levels.

The reforms proposed, moreover, are mostly tame. Mr Gore sets four main priorities: cutting red tape, putting the customer first, empowering employees by decentralising authority, and eliminating obsolete services. He emphasises the importance of consumer choice and market forces. Agencies, for example, will be encouraged to contract out services to the private sector. He urges government to copy the latest management fads of US companies. He says government must concentrate on achieving results rather than setting rules and learn to 'steer, not row'. These fine sentiments hardly amount to a redefinition of government. There is little here that has not been tried in Britain and other countries.

Given the US's reputation for entrepreneurship, Mr Gore's charge of 'paralyzing inefficiency' in the public sector may come as a surprise. But there are good reasons why US government tends to be rule-bound and inflexible.

Elaborate procedures

The culture of its civil service is probably lower than in many European countries, reflecting reliance on short-term political appointees, and the greater relative attractions of private sector jobs. Rules for agencies are highly complex - partly because of a long-running battle between the executive and the legislature and

partly because elaborate procedures have been invented to prevent discrimination against minorities and reduce the scope for corruption. The inability of officials to improvise or use discretion partly reflects a justified fear of lawsuits. None of these underlying causes of rigidity are properly addressed in Gore's report.

Obvious targets

It does, however, identify a number of obvious targets for reform. A century-old industry replaced farming as the principal economic activity, the federal agriculture department still operates more than 12,000 field offices, an average of nearly four per county, whether rural, urban or suburban. Yet having emphasised the absurdity of this, the report proposes closing only 10 per cent of them.

The administration claims that the 800 proposed reforms will save \$108bn over five years and reduce the civilian federal workforce by about 252,000 (roughly 12 per cent). But few of the savings are spelt out in detail. It is simply asserted, for instance, that more efficient procurement will save \$22bn over five years. The only merger or elimination of departments envisaged - a partial transfer of powers from the Drug Enforcement Agency to the FBI - is opposed by powerful members of the cabinet. The ambitious staff cuts are to be achieved largely through natural wastage and incentives for early retirement.

Previous attempts to reorganise federal government have gone nowhere. This time there is a greater chance of progress. Mr Clinton is interested in the topic of government reform in a way that Mr George Bush, for example, was not. Polls suggest he badly needs to convince sceptical voters that the public sector is competent to carry out his activist agenda. 'Reinventing government' seems a perfect vehicle for establishing his credentials as a centrist 'new Democrat' and neutralising the political appeal of Mr Ross Perot. There is thus no doubt that Mr Clinton will make many rousing speeches about the need to streamline the federal bureaucracy, but whether he will do the time or energy to see that Congress acts on many of the Gore proposals is far less certain.

There is something profoundly wrong with Europe's electronics industry. Last year, Thomson of France lost \$300m in consumer electronics. Siemens of Germany lost about \$600m in personal computers and semiconductors. Nokia of Finland lost \$130m in consumer electronics. Philips of Holland made a net loss of almost \$500m overall. The industry, it seems, has lost its way.

While the recession has not helped matters, the roots of the problem go deeper. Take, as an example, television sets. Industry executives will tell you that nobody has made money producing TVs in Europe for five or six years. Even the mighty Matsushita of Japan, which supplies Europe with Panasonic sets from a big new factory in Wales, has lost money in the UK market for a decade.

It is natural enough that companies should make losses on new products while they build up sales. But TV sets have now become a basic commodity, like cornflakes. Cornflake manufacturers make handsome profits: why not TV manufacturers?

Fortunately for electronics companies, parts of their industry can still be highly profitable. In particular, telecommunications and defence, where customers are mostly governments and markets are tightly restricted. But in free markets even the best companies find it hard to make a living. In an industry as vast and fast-growing as electronics, there should be room for everyone. So why do companies keep handing out their products for less than they cost to make?

Ten or even five years ago, European executives would have had a simple answer: the Japanese, with their trade barriers, their cheap finance and their obsession with market share. Now that the Japanese industry has troubles of its own this excuse is heard less often. Other excuses must be found.

Most of them are unconvincing. In consumer electronics, executives say, the problem is the power of the distributors. This seems absurd. The world's biggest specialist electronics store chain is said to be Dixons of the UK. By comparison with the world's food retailing giants, Dixons is a tadpole. But the big food companies like Nestlé or Unilever enjoy margins of which electronics companies can only dream.

A more substantial argument has to do with the high cost of investment. Professor Walter Künrth, executive vice-president of Siemens, says: 'To set up a new technology costs a lot of money. To justify that expense, you have to build big capacity. Then you need volume to justify the capacity.'

And, as the production chief of a consumer electronics group says, this makes it harder for companies to get out. 'The barrier to exit in this game,' he says, 'is a high invested cost. If you're in it on a global basis, the sunk cost is huge.' On the other hand, he points out, that same investment entails a very high depreciation charge. So even if a company is making losses after depreciation, it may well be generating cash. 'That's why we all chase volume at the expense of profit,' he says.

The snag about this argument is that, by implication, it writes off whole chunks of the industry as a giant commercial blunder. Companies are trapped by their investment mistakes of the past, and are thus obliged to throw good money after bad. While such things are not unknown elsewhere, it seems odd that a sophisticated industry like electronics should produce managerial incompetence on this scale.

There is a further argument to explain consumer electronics' demise which is perhaps more credible. 'The industry has worn out its consumer appeal over the past 10 years,' says the head of business development at a European group. To appreciate this point, ask yourself what makes of radio you have in your kitchen, or what kind of TV in your front room. A surprising number of people cannot remember. But they do know what kind of car they drive or what brand of breakfast

How to stand out
in a crowd

A marriage of technologies is one way forward for poorly performing consumer electronics groups, says Tony Jackson

cereal they eat in the morning.

'Cars are an element of social distinction,' the executive says. 'A TV set is not. You can take pride in having a lousy TV set, as a sign of having better things to do with your time.'

The manufacturers are thus in a jam. If you are looking to buy a video recorder or clock radio, you will tend to stick to a few names you know: Sony, Philips, Panasonic and so on. The manufacturers spend heavily on marketing to remain in that exclusive club. But the chances are you will base your final choice on price, since in other respects there will be little to choose between them.

Perhaps the fixation of consumers on price has a more basic cause. It is a truism in electronics to say products cost less than they used to, and in future will cost less again. This is mainly because of the industry's phenomenal record on productivity. 'If Rolls-Royce had achieved the same productivity gains as the TV industry,' says the business development chief, 'a Rolls would cost the same today as a bicycle.'

The snag for the companies is, of course, that the industry has given away all of these productivity gains to the customer. Worse, it has created a perpetually shifting environment in which the consumer cannot form an impression of what constitutes fair value. This kind of slippery slope is the nightmare of any consumer manufacturer or retailer; in creating it, the industry is the victim of its own success.

As if all this were not enough, there is the looming shadow of Japan. Historically, the low price environment worked in Japanese companies' favour. This can be simply illustrated in financial terms by comparing two giants of the world industry, Philips and Matsushita.

In 1982, Matsushita had sales of about \$14bn, compared with Philips's \$16bn. Since then Matsushita has kept its prices and margins relatively low, and its growth has been ferocious. By 1992 it had sales of \$31bn, against Philips's \$32bn. In a decade, the Japanese company went from being smaller than Philips to twice its size.

In the process, Matsushita built up formidable cash flow and balance sheet strength. Compare the financial performance of the two companies in last year's recessionary conditions. Philips's cash flow, net of capital investment and dividends, was \$166m. Matsushita produced a torrential \$1.9bn. Thus,

'If Rolls-Royce had achieved the productivity gains of the TV industry, a Rolls would cost the same as a bicycle'

while Philips's gearing ratio - net debt measured against equity - rose from 148 per cent to 187 per cent, Matsushita's fell from 42 per cent to 31 per cent.

If this sounds too one-sided to be true, there are signs it may be changing. Japanese giants are under pressure on two fronts: their domestic market has fallen sharply, and their shareholders are demanding more profits and dividends to compensate for the share-price col-

Consumer electronics: declining fortunes



The world's top 12 groups

Operating profits as % of revenue

Financial charges as % of revenue

Operating profits minus financial charges as % of revenue

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

1989 90 91 92

will start to look at telecoms, computer and entertainment companies in one block rather than clearly separating them. That doesn't mean I see Sony in the 21st century producing a mainframe or putting a telephone line from the US to Europe. I don't see IBM or AT&T producing a Walkman either. But there are plenty of new businesses where we will cross over. Tomorrow, there may be a video dial tone to your home via the telephone line. That must have something to do with Sony.

A European rival agrees. 'In 10 or 15 years, personal communications, computers and so forth will all be one world. That probably will mean alliances. It's difficult to assess what kind of mammoth new companies, or consortia of companies often in unrelated industries with lines of cross ownership along the lines of the Japanese *keiretsu* model, it's impossible to be clear. But it is clearly a world where levels of investment and barriers to entry will rise.'

This process of rationalisation and co-operation is not confined to consumer electronics. Siemens, as Professor Künrth points out, has already formed an alliance to develop the technology for the 256 M-Dram chip, the next generation computer memory chip, with Toshiba and IBM. 'The development cost alone runs into billions,' he says. 'Then you have to decide to set up a factory. To get the pay-off on your R&D the factory has to sell high quantities, which can only be done worldwide. I don't know where the factory will be, but there will be only one to supply the world market.'

All this, he argues, is the inexorable result of increased technological sophistication. 'The higher the level of technology, the more the need for capital, the fewer the players and the greater the need for a big market. With a 256 M-Dram, you can do things with one component where you needed 10 or 20 before. So the total quantities go down, which puts more pressure again on the number of players.'

In this process, the companies will start to look very different. To the outsider, Professor Künrth says, Siemens may seem a monolith. Below the surface, various alliances are developing. 'Different companies within Siemens have different kinds of co-operation with other companies. It can be a marketing co-operation, or a development co-operation, or even a joint venture, such as we have with Matsushita in passive components [commodity devices]. On the one hand, we have to concentrate on your core competencies. On the other, you have to sell businesses, co-operate, go into minority positions and so on.'

The result could be a series of loose federations, in fact, a new kind of capitalism. 'The future structure of our industry will be much more complex,' Prof Künrth says. 'The same companies will compete in one field and co-operate in another. This is only possible if you have mutual trust and common business ethics. If you have been hitting someone on the head for years, co-operation is very difficult.'

This, then, is the vision of the future: a world in which the mingling of technologies and the rising burden of investment mean there are only two or three dominant players in a given area. The fewer the competitors, the less the competition and the higher the profits.

There is one big risk. The industry got itself into this mess in the first place by pumping out volume to justify past investment. It is now talking about still greater investment, requiring still greater volumes. What is the guarantee that in the brave new world, the old suicidal competition will not continue?

'I can't say,' Prof Künrth says simply. 'But it's the only way. If you don't do it this way, you're certain to lose money. You won't survive.'

Nowadays, they will find volume increases expensive to achieve.'

But if this takes pressure off European companies in the short term, no one believes it solves the fundamental problem. It simply means the Japanese are in the same boat as everyone else. So how is the industry to achieve its salvation?

Dr Ron Sommer, head of Sony's

'The same companies may compete in one field and co-operate in another. This is only possible if you have mutual trust'

operations in Europe, gives a clue. 'When you think about competitors,' he says, 'you perhaps think about Philips, Thomson and Matsushita. I don't. I think about the telephone companies and the computer companies. Those markets are intermingling.'

The industry, he argues, will look different as a result. 'On the one hand, there may not be so many companies. On the other, you will categorise them differently. You

OBSERVER



recently managed the security guards protecting the president's children in Gdansk.

Constitutionally, the hiring and firing of security officials lies with the government, not the presidency. But some observers detect the presidential hand in the otherwise puzzling demotion of Hodyz.

What has got the gossips going is that Hodyz's replacement is Henryk Zabicki, another secret policeman who first caught Lech Walesa's eye in 1985, while in charge of watching the future president. Zabicki has more

Undermined mole

■ Poles are beginning to feel a little edgy about who, constitutionally, controls their secret police service, known as the UOP.

The circumstances surrounding the dismissal last Friday of Adam Hodyz, the chief of Gdansk's secret police unit and one of Solidarity's heroes, have now been taken up by Prime Minister Hanna Suchocka. She plans to start an official inquiry into the affair.

Hodyz, 53, was the Gdansk dissident movement's mole in the local secret police headquarters from 1978 till his arrest in 1984, when he served a four-year prison sentence for his pains.

Hodyz is also acclaimed for having warned Solidarity's leadership about the imminent imposition of martial law in December 1981.

In the post-communist era Hodyz was reinstated, his moral credibility as high as that of anyone in Poland. He was appointed chief of the UOP in Gdansk in early 1990.

Stage fright

■ Superstitious thespians always take care to refer to Shakespeare's Macbeth as 'the Scottish play', since a direct reference to it is supposed to risk incurring bad luck.

Could it be that Glasgow's Forte Crest hotel has an ex-actor for its manager? Observer's contacts within the Confederation of British Industry say it decided temporarily to rename the *Lamont Suite* as the *Scottish Suite*, during Kenneth Clarke's sojourn last night after his address to the annual dinner of the Scottish Confederation of British Industry.

But it was clearly a joke: the duty manager at the hotel said Clarke stayed in the Buchanan Suite and that there were no plans to rename the aforementioned suite.

Shirly theory

■ We know the British Broadcasting Corporation is watching its pennies - who isn't? - but the paucity of some of its prizes is no deterrent to Russian listeners.

The BBC's external services recently ran a competition which invited Russians to speculate on the likely rouble-US dollar exchange rate for midsummer.

Prizes were two copies (in Russian) of Paul Samuelson's standard economics text book - hane of many a western undergraduate's life - plus a handful of electronic calculators and BBC pens.

The competition attracted 1,389 replies, some from far-flung regions. But the response from one Russian schoolgirl reveals that a certain western cynicism about economic

theory has begun to filter through; she asked for a BBC T-shirt instead of the Samuelson.

Photo-fit

■ Ingenuity was sorely tested when anti-Maastricht treaty campaigners this week began preparing the effigy of foreign secretary Douglas Hurd, which swung from gallows in Hexham, Northumberland yesterday to mark the laying of treason charges against him.

'We tried all the joke shops to get a mask of Douglas Hurd but we couldn't find one anywhere; they only had John Major,' says David Moon, one of the Essex anti-federalists involved in the body-building. In the end they had to compromise and stuck a photograph of Hurd on to the head of a dummy.

Meanwhile, making the gallows proved a bit more tricky. But necessity facilitated invention and, quips Cheltenham-based Melvyn Rendell: 'We've got the blueprint. We'd be happy to go on Blue Peter.'

Handy work

■ Quote from a royal spokesman about the souvenirs on sale at Buckingham Palace, recently opened to tourists for the first time: 'The goods are handmade, not mass-produced, and they just can't get them off the production line quickly enough.'

RECRUITMENT

JOBS: Not everybody has the luck to be in a position to look ahead with nary a backward glance

Time to face up to the final score

"FORWARD, forward let us range," urged Tennyson, adding for good measure: "Let the great world spin for ever down the ringing grooves of change." And who could fail to admire such a firmly future-orientated policy?

Even so, not everyone has the luck to be in a position to look bravely ahead with nary a glance backward. Take for instance the Jobs column's present writer who returns from the summer break today with over a thousand appearances in this corner of the FT behind him, but only 30 more to go before retiring.

While that may simply herald welcome relief to you out there who at worst may be fated to read them, it presents somewhat of a problem to me who has to write them. Indeed, having not been in such a situation before, I've spent a few holiday hours wondering what to do about it.

True, the 20 columns left to me add up to about 26,000 words still to be penned, which seems more than enough to go on with. So I shall half take Tennyson's advice by discussing any new developments noticeably relevant to highly skilled work, as well as updating the customary reports on surveys of pay and so on.

But the words remaining are as little to the near 14m already churned out, some of which had a bit of thought behind them. Accordingly, I'll also be casting back in hope of piecing together the odd useful lesson emerging from the past, which in the Jobs column's case is longish. It first appeared in November 1988, although it went absent from January 1990 before returning to start its present run three years later.

Whatever Tennyson says, such backward glancing is not only irresistible, but sensible. It's all very well for him to bang on about letting the great world spin for ever etc. But the fact is that neither he nor anyone else could stop it. The best we can do is try to benefit from its future changes by behaving wisely, and hints on how to do so often lie in changes that have happened before.

Admittedly, the one that has probably had the widest impact on this column's readership, has taken most effect in only the last few years. It is the scrapping of whole layers of management by

numerous employers, in business at any rate, and the ditching of in-house staff furnishing less than central services in favour of buying them in when needed from external concerns. But the portents were surely there to be spotted well in advance.

For instance, in 1968 it was the case at least in Britain that young people who did well in the academic system might fairly safely expect to be handed life-long careers. Provided they impressed a university recruiter from a big organisation, and then avoided badly blotching their copybook, they could count on an above-average standard of living until they were dead.

Moreover, as some of those so recruited rose to command the then thriving established outfits, it seemed reasonable to suppose that managers with the skills to ensure an ever more prosperous future could be produced by the same means. All that we needed to do was expand the existing higher educational system, and top it off with postgraduate management schools.

Yet the flaw in that idea was soon apparent as established organisations began falling by the wayside before the first higher educational expansion was complete. Nor, given the heavier crashes that have accompanied further academic expansions, can we sensibly expect still stronger doses of the same supposed elixir to work henceforth.

The problem is to find better ways of identifying and honing effective skills. And since I think past columns have chanced upon

some useful clues, I shall try to develop them in the remaining weeks. There will also be more about the Laws of Organisational Stupidity and other related themes... but not just yet.

FOR the moment I'm turning to one of the aforementioned customary reports on salary surveys, summarised in the table below. As in previous years, the figures are drawn from the most recent cross-Europe study by the Wyatt management consultancy.

The full report - which covers 17 countries and of course contains a far greater wealth of data than is given here - is priced at £1,250 plus VAT.

For each of the 10 countries I have listed, the table ranks the directors in charge of the various functional departments by the money value that companies evidently put on them. The basis of the ranking is the gross pay received in cash, salary plus bonuses and so on, of a typical chief executive in the same land:

a figure that is given in *italics* under the country's name, with other currencies converted into sterling at the London closing exchange rates of last Friday.

Below that come the various directors, ranked by their gross pay shown as percentages of the pay of their home country's chief.

As may be seen, the values apparently placed on the various functions vary considerably, although finance takes pride of place six times out of 10. The differential the chief enjoys over the average for all subordinate directors taken together is highest in Italy, and lowest in the UK.

Michael Dixon

HOW DEPARTMENTAL DIRECTORS' PECKING-ORDERS DIFFER BETWEEN COUNTRIES

	United Kingdom	Switzerland	Germany	Italy	France	Netherlands	Belgium	Denmark	Spain	Ireland
Typical gross pay of chief executives	£286,770	£142,195	£142,967	£268,063	£104,456	£101,179	£101,484	£96,500	£93,197	£71,413
Executive directors ranked by their typical pay as a percentage of chief executives										
Production	78	Fin 75	R&D 70	Fin 73	Fin 74	Sales 72	Fin 74	Fin 78	Fin 73	Pers 72
Finance	76	Mats 73	Fin 66	Pdcon 73	R&D 74	Fin 70	D-P 71	R&D 70	Pdcon 71	Fin 70
R & D	76	Pdcon 73	Pdcon 66	Eng 66	Pers 71	Eng 66	Pdcon 70	Pers 69	Sales 68	Mats 70
D-P	73	Eng 72	Sales 66	Pers 66	Eng 70	Pdcon 66	Mats 68	Sales 65	Eng 67	Pdcon 70
Marketing	69	D-P 69	Eng 65	Sales 66	Mats 68	R&D 66	Eng 66	Eng 64	Mktg 66	Eng 67
Sales	66	Sales 68	Mats 63	Mktg 64	Pdcon 68	D-P 62	R&D 65	Mktg 63	Pers 66	Sales 66
Materials	65	R&D 67	Pers 59	R&D 61	Sales 68	Mktg 60	Pers 63	Pdcon 60	Mats 64	Mktg 63
Engineering	64	Mktg 65	D-P 57	Mats 55	Mktg 63	Pers 59	Sales 63	Mats 58	D-P 59	D-P 53
Personnel	64	Pers 65	Mktg 57	D-P 49	D-P 59	Mats 58	Mktg 61		R&D 59	

Source: Top Management Remuneration, Wyatt Data Services, Av Hermann-Debrout 52-Box 3, 1180 Brussels; tel (32) (2) 673 15 11; fax (32) (2) 673 36 01

Swiss full-service bank in Zurich

Our client is a well known, internationally operating Swiss full-service bank headquartered in Zurich. The bank is looking for a highly motivated and experienced team to join its London office, focusing on monitoring and managing the company's cash flow and providing a technical and strategic advice for the bank's credit and investment business. To reinforce this sector of fundamental importance to the bank's long-term growth, a competitive 20-25 year-old

Economist

The successful candidate will be responsible for the day-to-day management of the bank's cash flow and providing a technical and strategic advice for the bank's credit and investment business. To reinforce this sector of fundamental importance to the bank's long-term growth, a competitive 20-25 year-old

The successful candidate will be responsible for the day-to-day management of the bank's cash flow and providing a technical and strategic advice for the bank's credit and investment business. To reinforce this sector of fundamental importance to the bank's long-term growth, a competitive 20-25 year-old

The successful candidate will be responsible for the day-to-day management of the bank's cash flow and providing a technical and strategic advice for the bank's credit and investment business. To reinforce this sector of fundamental importance to the bank's long-term growth, a competitive 20-25 year-old

RELATIONSHIP MANAGEMENT
- POOLED PENSIONS

Attractive salary and bonus + benefits

We are one of the UK's leading investment management houses with funds under management in excess of £10 billion. As a result of the strong growth of our Pooled Pensions business, we now wish to appoint an additional member to the team to increase our Client Servicing resource.

Responsibilities will include attending Trustee meetings and, in particular, reporting on and explaining the UK stock selection process. Participation in new business presentations will also be required. Ideally, the candidate will be a graduate with 5 years' experience of equity research and will be able to express the views of our Fund Managers. Particular importance will be attached to oral and written presentational skills.

For further information about this opportunity, please contact Martin Symon, Jonathan Wren Executive, 1 New Street, London EC2M 4TP. Telephone 071 623 1266. Facsimile 071 626 5259.

Gartmore

Gartmore Investment Limited, a member of IMRO.

Project Advisory

For one of the fastest growing banks in the global Project Advisory and Finance sectors, with a long-standing commitment to the international market.

- **THE ROLE** is to provide strategic and financial advice to a wide range of European clients, as part of a small and expanding team of specialists.
- **THE REQUIREMENT** is for experience in the advisory aspects of project finance, good computer modelling skills and fluency in a second language.
- **REMUNERATION** is attractive and unlikely to be a bar to the right candidate who will be a graduate aged at least 30; City base.

Write in confidence enclosing a Curriculum Vitae, quoting reference T7588A to:

TK

SELECTION

8 Hallam Street, London, W1N 6DJ Fax: 071 631 5317
A DIVISION OF TYZACK & PARTNERS

Manager - Corporate
& Project Finance

Central London

c £50,000

An excellent opportunity for an energetic corporate financier to show creativity in a dynamic business sector.

Our client is a world leader in the design, supply and support of tailored data and voice solutions to global companies. To support the tendering process they wish to recruit a high calibre corporate financier to work with the bid management group.

The position will involve a high level of customer interface, often at board level. Its purpose is to identify and appraise the risks and opportunities of prospective new business. The objective is to structure the financial aspects of bids in a creative and distinctive way, creating and maintaining competitive advantage in a demanding market place.

Candidates, probably aged 28-35, should be either qualified accountants, MBAs or ACT, with broad corporate finance experience most likely gained in a leading Merchant Bank or Accountancy Practice with a proven track record that demonstrates high creativity and initiative.

This role will appeal to a technically strong individual who is keen to progress in a high profile, market driven environment.

Interested candidates should write enclosing a curriculum vitae to Mark Hurley or Peter Gerrard, Executive Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

MAKINSON COWELL

Makinson Cowell is a specialist independent consultancy which advises leading British companies on their relationships with the financial community. We are seeking to recruit an individual with an investment background and strong analytical skills to work as a member of this close-knit team.

The associate will support one of the firm's five partners in maintaining a small roster of retained clients. The position offers the right candidate every opportunity for career development in a working environment which rewards initiative and enthusiasm.

Candidates are likely to be graduates with two or more years experience in the securities, merchant banking or investment management industries. Candidates must be able to demonstrate fluent report writing skills and computer literacy.

A competitive financial package commensurate with experience will include a full range of benefits. Makinson Cowell is an equal opportunities employer. Please write with a full CV to Marian MacBryde, Makinson Cowell, 16-18 St John's Lane, London EC1M 4BS.

MEMBERS OF THE SFA

FOREIGN EXCHANGE
BROKING - CITY

We are currently seeking a young graduate to join our small but progressive broking firm as a trainee broker. The suitable applicant should ideally be under 25 years of age and smart in appearance. Other qualities to include an ability to communicate, quick mind, personable character and a willingness to work hard. A second European language would be beneficial and the ability to work in a team is essential. Training will be given; the remuneration will depend on the qualifications of the successful candidate.

Please apply in confidence enclosing CV to:
PO Box 1882,
Financial Times,
One Southwark Bridge,
London SE1 9YU.

SALES REPS

Urgently required
Well presented, Highly
motivated, Good closers Join
our organisation at Aldford
House, Park Lane, Mayfair.
Telephone: Park Lane Vaults
071-495 2838

HEAD OF FINANCIAL
ENGINEERING
& DERIVATIVE
PRODUCTS£100,000+
Benefits (Negotiable)

Harrison Willis City has been retained to work exclusively on behalf of an expanding and innovative Banking Group, to help them locate a suitably experienced individual to take responsibility for their Financial Engineering and Derivative products structuring capabilities.

A new position which has arisen due to the expansion of existing products and planned future growth.

The post will be to take responsibility for the Bank's structuring and related risk activities in London. It will be a hybrid type role, supporting and utilising other trading groups within the bank including: Emerging markets, Equities, Currencies and Commodities. It is essential that the successful individual be a profit generator in their own right with extensive trading and structuring skills.

Preferably educated to post graduate level and aged between 28-35 years you should have an in-depth knowledge of Derivatives pricing theory particularly Swaps and Options coupled with strong systems skills. Experience of building and managing teams will be an obvious advantage.

This is an opportunity for an experienced individual to join a dynamic and forward thinking Bank who have seen rapid growth over a short space of time.

For further information please call Tony Marshall, Director on 071-629 4463 (evenings & weekends 0708 733007). Fax number 071-629 3954 or send your CV to the address below.

HARRISON WILLIS
CITY

Cardinal House, 39-40 Albemarle Street, London W1X 3FD. Tel: 071-629 4463

11

MORGAN GRENFELL
ASSET MANAGEMENT

Attractive package City

Quantitative Analyst - Equities

New position for bright quantitative analyst to join small, close-knit team working on product development and on providing quantitative support to fund managers and their clients. Morgan Grenfell Asset Management is a leading international fund management house in London with over £23 billion under management. This is a first-class opportunity in one of the most rapidly evolving disciplines in fund management, with strong prospects for career progression.

THE ROLE

- Developing analytical techniques for managing active portfolios.
- Contributing to product development.
- Marketing new concepts, both internally and externally.

THE QUALIFICATIONS

- Good degree. Advanced computer skills. High standard of statistical skills.
- Relevant work experience, for example in quantitative asset management firm, preferably with an equity background.
- Tenacity, determination, curiosity and a sense of humour.

London 071 493 1238
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. FT330624,
14 Crompton Place,
London W2 2ED

Investor Relations

London

c.£80,000

Possibly the most intellectually demanding Investor Relations position in the UK. Our client is a very successful, highly respected, British-based conglomerate with world-wide interests.

We require high intellect, judgement, excellent interpersonal skills, the ability to communicate clearly in writing and verbally and an excellent understanding of international business. Candidates will probably be aged 30-40.

Experience of investor relations, either within industry or a communications consultancy could be valuable, but other backgrounds may be appropriate. Candidates may now be with fund management, merchant banking or broking companies, possibly as analysts. Experience as a business journalist or in management consultancy could be interesting.


The successful candidate will have to win the trust and confidence of our client's main Board and its investors. Working with Directors, he will communicate and explain corporate strategy externally whilst ensuring that the views of investors are understood within the company.

This appointment will give the successful candidate experience at the top levels in British industry. As well as being demanding and interesting in itself, it offers excellent opportunities for future development.

Please write, enclosing full CV, quoting reference FM3000, to
NB Selection, 54 Jermyn Street, London, SW1Y 6LX

N B SELECTION LTD
a Norman Broadbent International
associated company

London 071 493 6392 • Slough 0753 819227
Bristol 0272 291142 • Glasgow 041 264 4534
Aberdeen 0224 638080 • Edinburgh 031 229 2260
Birmingham 021 233 4856 • Manchester 0625 559953



The NIPPON CREDIT Bank, Ltd.

THE NIPPON CREDIT BANK, LTD. - a global financial engineer and vital member of the worldwide Financial Community, is seeking to recruit four professionals into new and key front office positions.

- **SYNDICATIONS MANAGER** - Applicants should be graduates with 5+ years of syndication exposure and a proven track record in this field. Excellent documentation knowledge and negotiation skills are essential. Experience of other financial instruments especially interest rate related swaps would be an advantage.
- **SENIOR OFF-BALANCE SHEET DEALER** - Applicants should have at least 5 years experience, with some at a senior level, a breadth of product knowledge and a steady track record of profitability.
- **FX FORWARD DEALER** - Applicants should have experience in a Senior Dealer position and have a proven track record of profit making, experience of other Futures instruments would be an advantage.

These two dealing job-holders will be expected to take a market position within agreed limits and guidelines.

- **ASSISTANT DERIVATIVES DEALER** - Applicants should have some product and trading experience and be SFA qualified. This job-holder will not be expected to take a position and will be trading IRS and FRAs within spread limits. Also within this role will be some research projects and trade administration.

For all these positions we offer a competitive salary and excellent banking benefits.


If you feel you fit any of these profiles please address CVs with cover letter to:-

Gabrielle Rietberg
Human Resources Manager
The Nippon Credit Bank, Ltd.
City Tower, 40 Basinghall Street
London EC2V 5DE

TREASURER

CITY

**£120,000+
Excellent Benefits
(Negotiable)**



Harrison Willis City has been appointed to act exclusively on behalf of a major Banking Group in the search for a Treasurer for their London operation.

This is a newly created post which has arisen due to the bank's dynamic growth within its Treasury and Capital Markets areas.

The role will consist of assuming day-to-day responsibility for the bank's trading activities in currency and interest rate products. You will also be responsible for developing the derivative product risk management and trading capability to support other groups within Treasury. It is essential to have an innovative approach to the markets and an ability to identify new areas of profit potential.

It is envisaged that the successful candidate will be presently employed by a Major Bank at a senior level and have at least 5-7 years experience in this role on a pro-active basis. The ability to demonstrate a profitable track record in trading a range of products incorporating either Foreign Exchange, Bonds, Equities, Commodities or Money Markets together with experience in building trading operations should enable this individual to take the bank through its next stage of growth.

For further information please call Tony Marshall Director, on 071-629 4463 (evenings & weekends 0708 733007). Fax number 071-629 3954 or send your CV to the address below.

HARRISON WILLIS
CITY

Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463

Corporate Finance

Outstanding opportunities for young corporate finance professionals

London based Excellent packages

Expansion in the European and Middle East markets has created two challenging roles in the Corporate Finance Division of this global investment bank. These opportunities should appeal to ambitious young individuals with outstanding academic backgrounds who have worked within the corporate finance departments of the major consulting firms, accounting firms and merchant banks. Applications are invited throughout Europe and the Middle East.

Probably aged between mid-twenties and early-thirties, preferred candidates will be graduates with further business degrees or relevant professional qualifications. Other qualities sought will be strong team orientation, high energy levels, well-developed communication skills and a multicultural approach. Computer literacy and an ability to present, test and monitor complex deals will be a prerequisite. Frequent travel to these regions will be necessary.

Middle East

A solid background in international investment banking, particularly in capital markets activities, together with a comprehensive knowledge of the Middle Eastern and North African markets are prerequisites for this position. Fluency in Arabic and French is essential.

Preferred experience should include:

- asset-based finance, covering aircraft, ships and railways;
- privatisation programmes in developing countries; and
- structured finance in cross-border financings.

Northern Europe

This is a support role which covers a wide range of corporate finance assignments, assisting in transaction executions, structuring and marketing, particularly in the Scandinavian countries, France, Belgium, the Netherlands and Switzerland. As such, fluency in French and/or another European language would be preferred.

Ideally, experience should include:

- cross-border m&a; privatisations;
- structured finance and asset securitisation;
- corporate restructurings and joint ventures;
- new issues marketing.

Both positions offer excellent scope for career advancement with one of the world's most prestigious financial institutions. Please respond with a full CV and salary details, quoting reference number 390, to Cleonagh Jolly at:

THE RICHMOND PARTNERSHIP
Garrard House, 31-45 Gresham Street, London EC2V 7DN
Telephone: 071-796 4254. Facsimile: 071-796 4255

FIXED INCOME FUND MANAGER

c £28,000 + Benefits

Our client is one of the most successful investment management companies, having achieved strong growth in recent years. As a result, a requirement has arisen for an additional Fixed Income Fund Manager to assist in the management of the fixed income portfolios and the bond fund.

The team is also responsible for the formulation of the house bond and currency strategy, presenting their views at the internal strategy meetings and the management of all forward currency transactions.

The successful candidate will be aged mid-20's, a graduate with some three years experience, preferably of European and/or Dollar bloc markets. Specifically, he/she must have good presentation and communication skills and be fully versed in administrative procedures and currency dealing.

For further information, please contact Martin Symon at the address below:

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP
Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

INVESTMENT COMMUNICATIONS

London SW1

Clerical Medical is a major force in the investment world. We have an enviable record in investment management, with financial products ranging from pension and life insurance arrangements to investment funds and unit trusts.

A challenging opportunity has arisen within our specialist investment communications team, the key responsibilities being to provide investment information to our clients and give advice on the current thinking of our Investment Managers.

Your background? Ideally you will be a graduate in a numerate discipline with up to 2 years' business experience within the finance sector.

Good oral and written communication skills are particularly important as you will be required to issue topical bulletins, respond to ad-hoc queries from independent advisers and individual clients, with some involvement in seminar preparation. Your PC skills will also be a valuable asset for areas such as statistical analysis and graphics production.

This is an excellent opportunity to contribute in a high demand area of investment.

The salary and benefits package reflects qualifications and experience and includes mortgage subsidy, non-contributory pension and private healthcare.

Please telephone our Group Personnel Department on 0275 552188 (24 hour answerphone), for an application form. Clerical Medical Investment Group, 15 St. James's Square, London SW1Y 4JQ.

Clerical Medical
INVESTMENT GROUP
THE CHOICE OF THE PROFESSIONAL

INTL (US/FAR EAST) M & A FINANCING

Neg.

Several vacancies exist for graduate bankers with current experience gained in the above sector.

SENIOR "MANDATE GETTER"

Able to originate and execute (with assistance) complex cross-border M & A's. Client contact skills, particularly in the US, are a bonus. Over 30 years experience. £120,000.

MANAGER M & A FINANCINGS

Aged 35-38 years. Graduate/CMAA with at least five years corporate finance banking experience to include strong analytical M & A LBO modelling skills. £250,000.

CORPORATE FINANCE EXECUTIVE

Similar to above, aged 27 years able to construct M & A LBO Models, draft presentations with at least two years experience. £230,000.

STRUCTURED PRODUCTS

SHIGH

Major European Bank with strong derivatives trading capability (Equity, Bond, FX, Commodity & FR) are developing a structured product group to provide tailor made packages to sophisticated institutional investors. They seek Senior Financial Engineers with 2-3 years experience structuring complex FR, and/or Equity derivatives packages and Senior Sales people with at least 2 years experience selling these products. Salary and career opportunities will be commensurate with these high level appointments.

Detailed CVs please by Fax 071-688 9012 or by mail to Brian O'neill. All enquiries treated in strict confidence.

OLD BROAD STREET BUREAU
EXECUTIVE SEARCH & SELECTION CONSULTANTS
85 London Wall, London EC2M 4TU
Tel: 071-688 3991 Fax: 071-688 9012

EUROPEAN SALES

We are a fast growing information company looking for someone to develop our sales in continental Europe. You should have at least 2 years equity experience; you will probably be a graduate and preferably speak French and German. You will definitely be enthusiastic and energetic.

This is a tremendous opportunity for the right person and the remuneration package is excellent.

If you are interested please write in strict confidence to Mrs. Viren MacDonald at Edinburgh Financial Publishing, 1 Roxburgh Terrace, EDINBURGH EH3 7UP

TRADER

STOCK LENDING

LONDON **EXCELLENT PACKAGE**

Salomon Brothers, one of the world's leading international investment houses, is seeking a highly motivated individual with at least one year's experience of stock lending.

Working as part of a small team, responsibilities will encompass borrowing and lending gilts, UK and international equities. The team provides both a service to the Company's own traders as well as trading its own account.

The successful candidate will be detail oriented, have well developed communication skills and a confident and entrepreneurial approach.

We offer an excellent financial package including the full range of benefits normally offered by a leading financial institution. Please write with a full cv to Jill Harris, Salomon Brothers International Limited, Victoria Plaza, 111 Buckingham Palace Road, London SW1W 0SB.

Salomon Brothers
MEMBER OF SFA

AON FUND MANAGEMENT

EXCELLENT PLUS BENEFITS

SURREY

AON Corporation is a multi national financial services group with worldwide invested assets of \$10 billion. The UK operation which manages the European portfolios is experiencing a major growth in Funds under management and therefore needs to recruit a fixed income professional at its offices based in Kingston upon Thames, Surrey.

The position offers a unique opportunity to make a significant and recognisable contribution to the future success of this rapidly growing organisation. The successful applicant will play a leading role in the management of the portfolio which is primarily invested in the Eurodollar market, as business markets are in the UK and overseas, travel opportunities will exist.

Applicants will have:

- * sound fixed income investment management experience of 3 years, including experience in the Eurodollar Market
- * a good understanding of the Financial Services and Insurance industry.
- * excellent communication skills to enable effective presentations to clients
- * demonstrable analytical skills in the corporate securities area
- * a degree with professional investment qualifications being a distinct advantage

For further details of this first class opportunity please send your CV in the first instance to Mrs Sue Bertlin, Personnel Manager, AON Corporation, Combined House, 15 Wheatfield Way, Kingston upon Thames, Surrey KT1 2PA or telephone 081 541 6227.

MARKETING & PUBLIC RELATIONS EXECUTIVE

Salary £18k pa + benefits.
Must be fluent in
Rumanian, Hungarian,
(French & German useful).
Good knowledge of airline
and travel business at
executive level.

Tel: 081 566 9040

SWAPS BROKER - PARIS
Capital markets broker in
Paris looking for hard-nosed
and dynamic multi-lingual
candidates for its European
SWAPS team. No experience
necessary. The right profile
gets the job. Motivated
applicants reply to:

Box 1664, Financial Times, One
Southwark Bridge, London SE1 8HL.

CONTROLLER - GERMANY Public
accounting and 3 years controller exp. for
major German company. Needs to know
U.S. GAAP, bilingual. Competitive salary.
C.V. to 15940 Ventura Blvd., #208, Encino,
CA 91436, USA or FAX: (818) 381-6225.

THIS ADVERTISEMENT IS NOT APPEARING AS A MATTER OF RECORD ONLY.
IT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.

When considering what action you should take, you should take your own advice and then, if interested, write to the Head of Personnel at the address below.

The application lists open today and will be closed when Lovell White Durrant decides. It is expected that successful applicants will be able to take up their posts at a time convenient to them and Lovell White Durrant.



OPEN OFFER
for applications from

Commercial Banking Lawyers:	3 years' plus qualification with general corporate banking experience. Previous experience of corporate restructurings, acquisition finance or structured trade finance helpful but not essential.
Corporate Finance Lawyers:	2-4 years' qualification with sound experience of company law, Yellow Book and Blue Book work, and of domestic and cross-border transactions for plc and multinational companies.
Corporate Research Lawyers:	3-5 years' qualification keen to specialise in the provision and generation of corporate law know-how and documentation with emphasis on the activities of plc and multinational companies.

for positions in London at market rate salaries payable on successful engagement.

MINI-PROSPECTUS

History and Business

Lovell White Durrant, which can trace its origins back to the 19th Century, is a full service international corporate law firm centred in London, with offices in New York, Paris, Brussels, Prague, Tokyo, Hong Kong and Beijing. It is one of the established leaders in its field with a substantial UK and multinational client base.

Background to and Reasons for the Offer

Lovell White Durrant is well positioned to help its clients take advantage of the emergence of the UK economy from the worst recession in recent memory. It has formulated this Offer against a background of increasing demand for its services. The success of the Offer will assist Lovell White Durrant in maximising the opportunities for the organic growth of some of its core businesses without diluting the pre-eminent services already offered.

Use of Proceeds

Successful applicants will slot into existing teams hungry to develop the practice. The exercise of responsibility commensurate with experience is an early goal; strong marketing skills are expected and an ability to develop client relationships is fundamental. The firm intends to make full use of the proceeds of the Offer to build the balance sheet of the business by growing its assets - its client base.

How to Apply

Your c.v., together with a request for an application form, should be sent by hand or by post to the Head of Personnel, Lovell White Durrant, 65 Holborn Viaduct, London EC1A 2DY, to arrive as soon as possible.

Salaries normally go up and not down.
Past performance is a guide to future prospects.

INFORMATION OFFICER

Washington, DC (USA)

The International Monetary Fund is seeking a headquarters-based Information Officer to handle day-to-day media information responsibilities for Latin America. This will entail developing and maintaining contacts, primarily with correspondents, editorial writers, and columnists of the financial and non-financial media in Latin America, the Caribbean, Spain, and Portugal. In addition, the position will conduct information work in other areas, including Eastern and Central Europe and the former Soviet Union.

Requirements include: Fluency in English, Spanish and Portuguese, either an advanced degree in communications/journalism, or economics, together with a strong background in economic and financial journalism, or the equivalent relevant experience with the media in Latin America and the Caribbean. Fluency in other languages, including those of Eastern and Central Europe and the former Soviet Union, is highly desirable.

The successful candidate must have the ability to grasp quickly complex economic, financial, and political issues and present them in non-technical language, both orally and in writing. Demonstrated ability to work under pressure to meet writing and other deadlines, together with strong organizational and human relations skills are essential. The individual should also have the ability, over time, to take on broader public affairs responsibilities.

Attractive remuneration and benefits package. The appointment will be for an initial two years.

Candidates should send resume by September 30 to:

Information Officer/Vacancy 93/133

INTERNATIONAL
MONETARY
FUND

RECRUITMENT DIVISION
700 19th Street, NW, Washington, DC 20431 (USA)
Telefax (202) 623-6334

Fixed Income Sales

Leading International Investment Bank is currently seeking to expand its already well established Capital Markets activities. A number of opportunities have arisen for multi-currency fixed income sales people:

Ideal candidates:

- * Minimum three years experience selling to institutional investors
- * Age 25-35 years
- * Strong interpersonal and presentation skills
- * Proven track record of success

These positions offer very competitive salaries and excellent performance related bonuses, along with the usual fringe benefits associated with a leading investment bank.

To apply, please write in the strictest confidence, enclosing an up-to-date CV, to our advising consultant Andrew Chancellor, at Harvey Nash PLC, Dragon Court, 27-29 Macklin Street, London, WC2B 5LX, Tel. 071 333 0033, quoting Ref: HNF103.

HARVEY NASH PLC

MARKET ANALYST Industry Economics

Maritime Overseas Corporation, an international shipping company, BASED IN NEW YORK CITY, seeks an individual with strong quantitative, computer and research skills for our Industry Economics Group.

Primary responsibilities will be in support of strategic planning and will include in-depth analysis of bulk shipping markets; forecasting of trade volumes and shipping requirements; assisting in the preparation of studies and reports for senior management.

A Masters degree with a concentration in Shipping Economics or related field coupled with 3-5 years experience in the bulk shipping industry, a working knowledge of major market data sources and a basic knowledge of financing concepts are essential. Excellent communication skills and the ability to follow through on projects from conception to completion will be required.

Send resume and salary requirements to: Human Resources Department.

MARITIME OVERSEAS CORPORATION
511 Fifth Avenue, New York, New York 10017
Equal opportunity employer m/f

RESEARCH ANALYST

An international investment management company is seeking a young dynamic and ambitious research analyst.

The candidate should be:

- * familiar with international equity & commodity markets,
- * competent in finance & accounting,
- * highly literate in computers,

all in order to continuously enhance the existing advanced analytical trading discipline.

Please reply in confidence to: Box B1651,
Financial Times,
One Southwark Bridge, London SE1 9HL

INTERMEDIARY & PRIVATE CLIENT SALES

Gerrard Vivian Gray Asset Management is a division of Gerrard Vivian Gray Limited Stockbrokers. We provide top quality independent investment advice and manage substantial sums of money through individual investment trust, unit trust and international bond portfolios.

Owing to rapid expansion we require experienced individuals to join our successful team in the continuing development of our business both through the authorised intermediary market and direct to the private client.

Applicants for both positions should have an above average working knowledge of the general investment market along with a more specific understanding of stockbroking, unit trusts and investment trusts. Authorisation by the SFA as a Representative will be beneficial. All applicants should have proven sales skills, be self motivated, loyal and hard working.

A competitive package is offered in return to include basic salary, commission sharing, car, pension scheme and medical cover.

Applicants aged between 30 and 50 should write, in complete confidence, enclosing a CV and details of current remuneration to: Jeremy Nunn, Gerrard Vivian Gray Limited, Burne House, 88 High Holborn, London WC1V 6LS.

GERRARD VIVIAN GRAY LIMITED

MEMBER OF THE SECURITIES AND FUTURES AUTHORITY AND THE LONDON STOCK EXCHANGE

MOORGATE INVESTMENT MANAGEMENT LIMITED

Investment Manager UK Smaller Quoted Companies

An opportunity currently exists for a senior smaller companies fund manager within Moorgate Investment Management Limited.

Candidates should be:

- * Aged in their mid 30's
- * Have a minimum of 3 years relevant experience
- * Able to demonstrate sound judgement and a strong performance record in UK smaller companies fund management
- * Have the ability to work as part of a small, highly focused and experienced investment team in an expanding and highly regarded organisation

The position offers a highly competitive remuneration package as well as the opportunity to use your initiative and consolidate your experience in UK smaller companies fund management.

Moorgate Investment Management Limited is one of the UK's leading independent investment houses specialising in investment in UK smaller quoted companies and manages assets in excess of £250m.

Please send full curriculum vitae together with details of current remuneration package to Anthony Simonian, Managing Director, Moorgate Investment Management Limited, 49 Hay's Mews, London, W1X 7RT.

Chief Dealer in Tokyo

Dresdner Bank Group, a leader in international banking and financial services, is seeking a Chief Dealer for its fixed income and derivatives arbitrage desk in Tokyo.

You will play a key role in the development of our activities in Asia. Applications are invited from candidates around 30 years old, who should be graduates and possess relevant experience in the fixed income business.

Please send your application (handwritten letter, resume and photograph) under ref. 44595 to: Dresdner Securities (Asia) Derivatives Department Shionogi Honcho Kyodo Building 3-7-2, Nihonbashi-Honcho Chuo-ku TOKYO 103 JAPAN.

Dresdner Bank Group

EUROPEAN EQUITY SALES in NEW YORK

Our client is a major securities house with an excellent, internationally known, research product and well established global distribution. They seek an additional European equity salesman to cover a wide range of North American institutional clients.

Probably aged 26 to 30 candidates may currently be based in London or other Continental centres. They should have three to four years experience in European equity markets and at least two years of research based selling to institutional clients.

It is envisaged that this opportunity should appeal to a highly motivated, high calibre individual who seeks the scope to make a tangible contribution to a small dynamic team in New York.

For an initial discussion in confidence please contact us, quoting reference 4788, at 20 Cousin Lane, London EC4R 3TE. Telephone 071-236 7307, or Fax 071-489 1130.

STEPHENS SELECTION

A PART OF STEPHENS CONSULTANCIES
London Edinburgh New York Hong Kong

APPOINTMENTS ADVERTISING

Appears every Wednesday & Thursday (UK)
& Friday (International edition only)

HEALTH CARE SERVICES COMMERCIAL BUSINESS DEVELOPMENT

Have you the energy and persuasive powers
to make things happen?

£45K + performance-related bonus (up to 30% of salary),
car and other benefits - London

Our client is a key player in the rapidly expanding independent health care market. This innovative and flexible organization is continually exploring new opportunities for development and diversification through a mix of new product strategy, joint ventures - particularly with the NHS - and merger and acquisition.

They are now looking to recruit an Assistant Business Development Director to work closely with the Director. Your brief will be to shape, manage and implement these strategies, particularly:

- * identifying new business and joint venture opportunities
- * developing partnerships with the NHS
- * leading a team of professionals in developing approved capital projects.

The role will demand a charismatic self-starter with the energy and persuasive powers to make things happen.

An articulate individual with shrewd commercial insight, a strong grasp of strategic management principles and a working knowledge of buying and selling businesses. Professionally qualified, possibly an ACA, MBA or similar, you should have a proven track record in the process of corporate development, ideally gained either through Head Office or consultancy roles.

This is an extremely high profile opportunity with the chance to make a significant impact.

Please write in strict confidence with your CV, stating clearly any company to which your application should not be forwarded, to: T G West, Managing Director, Confidential Reply Handling Service, Ref: 711, Associates in Advertising, 5 St John's Lane, London EC1M 4BH. Closing date: Friday 17th September.

ASSOCIATES IN ADVERTISING

TV

MARKETING EXECUTIVE**Private Client Asset Management**

City

£40,000

+ attractive incentive bonus

Our client, a long-established and successful asset management company, is the wholly owned subsidiary of a prestigious international banking group. As part of the bank's commitment to the private client division, it has decided to recruit an additional marketing executive to play a key role in helping it to achieve its objective of doubling private client funds under management by 1998.

It is seeking an ambitious and highly motivated marketing professional. Reporting directly to the head of the division, the successful candidate will be expected to work closely with a team of fund managers in order to identify and capture new high worth business by direct client contact and through professional intermediaries.

Ideally, candidates will be graduates aged between 28-35, with at least five years' experience of working with private clients in fund management or retail financial services. A proven track record that demonstrates a high level of drive and personal ambition, combined with sound product knowledge and first-class interpersonal skills, is an essential requisite for this challenging but rewarding position.

Financial and career prospects for the successful candidate are excellent.

Interested candidates should send full curriculum vitae, including current salary, to Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/90/1.

**WHITNEY
SELECTION****PRIVATE BANKING**

City

Our client, one of the UK's most prestigious merchant banks, is in the process of strengthening and expanding its private banking division. Consequently, it is seeking to recruit two high-calibre administration managers with experience of private client banking and a thorough understanding of banking and mortgage administration systems.

Salaries are competitive with full banking benefits and future prospects are excellent, in line with the anticipated growth of the private bank.

Head of Administration

The incumbent will hold a key role within the private bank, with responsibility for all private banking and mortgage administration systems, including the credit control function. Proven management skills and a minimum of ten years' experience of personal lending are essential requisites for this important new position.

Reporting to the Administration Director, the Head of Administration will be responsible for two managers and ten staff.

Reference WS/104/1

Candidates must be well presented, with at least two years of their experience in private banking. They must have a minimum of two 'A' Levels and be a member of the Institute of Banking.

Interested candidates should send a full curriculum vitae, including details of current salary, to Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB.

**WHITNEY
SELECTION****FINANCIAL
EDITOR**

London

Investment firm desires Editor for equity research and related publications. Must have impeccable English language skills, excellent sense of organisation and logic, and superior proofreading talent. Financial knowledge, computer skills and proven ability to work under tight deadlines are also essential.

Send resume in confidence to: T L Roberts, Ref: 0096, Confidential Reply Handling Service, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Please state any company to which your application should not be sent.

ASSOCIATES IN ADVERTISING

**TAYLOR YOUNG
INVESTMENT MANAGEMENT LIMITED**

Young, progressive, privately owned fund management company seeks to recruit two individuals to contribute to the next stage of the Company's planned expansion programme.

BUSINESS DEVELOPMENT

Energetic and enthusiastic self-starter required with strong interpersonal skills to develop new and existing business areas in the private client and charity fields. Aged 35 to 45, candidates should have proven business development experience with the ability to create and implement new ideas.

ASSISTANT FUND MANAGER

An outstanding opportunity for an individual with enthusiasm and flair. Aged 25 to 40, candidates should have a degree or professional qualification. Some relevant experience in investment management is essential, and preferably, experience outside the financial community.

Candidates interested in either of the above positions should send their CV to Lucinda Knight at 45 Curlew Street, London SE1 2ND, with a covering letter indicating what contribution you think you could make to the development of the Company, together with details of your current remuneration package.

MARKETING DIRECTOR

English mother tongue

London/Rome

This is a key appointment in an internationally renowned company which designs and manufactures a range of telecommunication products. The company has an outstanding international reputation in the marine sector.

The mandate is to drive forward business performance, building on existing strengths and instigating a programme of global business development incorporating new marketing initiatives to sustain substantial profit growth.

You will need to have an enthusiastic approach to your work with the ambition and commitment to succeed in a demanding environment. To meet the needs of this challenging role it is essential you have Senior management experience of five to ten years in international marketing directly associated with telecommunications equipment in the marine market.

A good knowledge of Italian is an advantage but not essential. Remuneration will be fully commensurate with an appointment of this quality and at this level.

Interested candidates should submit a written comprehensive career resume indicating current salary by fax or post addressed to:

Cinet SpA, Mr V Palelli, Head of Personnel 16 Barkley Street, LONDON W1X 5AE Fax: 0044 71 489 0426

SALES MANAGER, UK.

US game & puzzle company seeks aggressive growth-oriented individual to develop UK trade accounts, mail order, and continental accounts. Fluency in French or German a plus. Equity participation possible. Interviews Sept. 13-18.

Send resume and salary requirements to
L&M Press Inc., 20 Bruges Place, London NW1 0TE

APPOINTMENTS WANTED**GROUP FINANCE DIRECTOR
INTERNATIONAL PLC**

1st class degree in Engineering, Cambridge ACA, ICMA, 'Big 5' firm. Multilingual: English, French, German, Dutch. Experience: computer, telecom, information industries at a senior level in many European countries, incl. 2 as Finance Director level. Operations, business development, acquisitions.

Presently: European FD for US multinational
Seeking:

Position as Group FD of dynamic European Co. with international scope
Please write to Box B1662, Financial Times, One Southwark Bridge, London SE1 9HL.

**HSBC Asset Management
Strategy Unit**

City

Competitive Packages

HSBC Asset Management is a leading fund management group, with funds under management in excess of US\$24 billion. It has three major operations: James Capel Asset Management in Europe; Marinvest in the USA; and Wardley Investment Services in the Asia Pacific region. Working under the Group Chief Economist, who is London-based, the multi-disciplinary strategy unit has been established to conduct global research and statistical analysis of markets and economies to support the macro-research function of the group. This exciting new venture for the group will provide two high calibre individuals with challenging and stimulating roles:

RESEARCH MANAGER

The Research Manager will add value to the research process by:

- researching and communicating new ideas in investment theory;
- co-ordinating and disseminating key articles of broker strategy research;
- identifying and originating strategic investment themes.

Candidates should be graduates, preferably in Economics or a commercially-based discipline, with a minimum of three years' relevant experience in the investment management or brokerage spheres and an excellent practical understanding of financial markets. We will be looking for highly numerate, original thinkers with a flair for applying abstract concepts to practical commercial problems, and excellent written and oral communication skills.

The remuneration packages will comprise competitive base salaries, performance-related bonuses and the full range of benefits, including a car for the Research Manager position.

STATISTICAL RESEARCHER

The Statistical Researcher will:

- build and maintain a statistical database for the unit's work, containing both market and economic data;
- undertake sophisticated statistical analysis in support of the unit's development of ideas;
- use computer software to represent data graphically and in a user-friendly fashion.

Candidates should be graduates, ideally in Mathematics, Statistics or a commercially-based discipline. In addition to excellent computer literacy, they must have good attention to detail and the ability to work independently. A high degree of numeracy is essential.

Please send a detailed CV to GKRS at the address below, quoting reference number 223 for the Research Manager role or 223 for the Statistical Researcher role, and providing details of current remuneration and availability.



SEARCH & SELECTION

CLAREBELL HOUSE, 6 CORK STREET, LONDON W1X 1PB. TEL: 071 287 2820 FAX: 071 287 2821
A GKRS Group Company

**SWITZERLAND
DISCOUNT BANK AND TRUST COMPANY**

an international institution based in Geneva with an extensive network of subsidiaries and affiliates worldwide is committed to a challenging expansion programme of its multi-currency funds invested in bonds and money market instruments.

We are looking for a

FUND MANAGER

to join a team in our dealing rooms.

The ideal candidate should have a proven experience in the global bond market together with an understanding of derivatives.

Preferably a graduate, he/she should demonstrate a mathematic background and an excellent understanding of economic trends. Ideal age 25-35. Swiss nationals or holders of a valid work permit for Switzerland.

To apply, please write, enclosing your CV to:

Human Resources Department, DISCOUNT BANK AND TRUST COMPANY
3, Quai de L'Île 1204 Geneva - Switzerland

**INVESTORS
CHRONICLE****EUROPEAN EDITOR**

We are looking for a European investment specialist to run a two person team. He/she would be responsible for a section of the magazine discussing all aspects of investment in Europe for the private investor. This includes:

- ☆ analysis of individual European stockmarkets
- ☆ advice on unit and investment trusts
- ☆ direct investment in individual major quoted European companies.

The successful candidate should have fluent business German or French. He/she is likely to be working in the European research department of a stockbroker, managing funds investing in Europe or have relevant journalistic experience.

Applications plus curriculum vitae to:

The Editor,
Investors Chronicle
Graystoke Place, Fetter Lane, London EC4A 1ND

SYNDICATION EXECUTIVE

sought by small Venture Capital group leading investment in projects in Europe/Worldwide.

Our team needs a fifth manager: bright, resourceful, experienced in finance/sales, well-organised and relishing investor contact.

Please write to:
Mr Luca Biondi
17, Meard Street, London W1V 3HQ

ODDO, French leading Brokerage firm is seeking for its Paris and Madrid branches:

- Two Anglozone Junior Equity Sales
- One Junior Analyst on Spanish Equities

The function will be to sell French and Spanish equities respectively to institutional Anglozone clients as part of a highly competitive team.

- Requirements:
- Good financial knowledge and studies.
- Some experience in talking to institutional clients.
- Strong Commercial abilities.

To apply please contact or send CV to:

ODDO ESPAÑA Agencia de Valores
Calle de Colón, 22 - 3º C. 28001 MADRID
Tel: 341-435.60.14 Fax: 341-576.73.28 Attn: Mr. Tadeo Pineda
- ODDO ET CIE
12, Boulevard de la Madeleine - 75009 PARIS
Tel: 331-44.51.83.83 Fax: 331-44.51.83.70 Attn: Mr Philippe Odio

APPOINTMENTS WANTED**FINANCE DIRECTOR/CONTROLLER**

ACMA with 15 years post-qualification experience in both large and small high-tech manufacturing and software companies, including experience of USA and European subsidiaries. Seeks new challenge in No 1 role (temporary assignments also considered).

Write to Box B1665, Financial Times,
One Southwark Bridge, London SE1 9HL

**RISK
MANAGEMENT
USING DERIVATIVES**

10 years experience managing derivatives trading businesses in Equity, Currency and Interest rate markets. Training in theory and application of options a speciality. Available for consultancy/short term contracts.

Write to Box B1663,
Financial Times,
One Southwark Bridge,
London SE1 9HL

JAPAN

British Graduate (29) 6 years in Japan, 1st class cert. in Japanese, currently working for a Japanese bank in Import Promotion seeks position in Britain with company dealing with Japan.

Avail. for interview in UK Sept. 1993

Write to Box B1636, Financial Times,
One Southwark Bridge,
London SE1 9HL

Fixed Interest/Currency Dealer**Attractive Salary + Benefits**

We represent a privately owned and independent Investment Management Company who have an outstanding record in fund performance. Working with a very active group of professionals, you will be responsible for dealing in all bond, and currency markets.

The candidate will be in their mid to late 20's with 3 years' related experience.

This is an excellent opportunity to join one of the fastest expanding investment houses in Fund Management.

For a confidential discussion please contact Patrick Morrissey or Nigel Haworth. Telephone: 071-236 2400, Fax: 071-236 0316 or apply in writing to Sheffield-Haworth Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

SHEFFIELD-HAWORTH

Consultants in Search and Selection

**ADMINISTRATION MANAGER
UNIT TRUST COMPANY**

An innovative and expanding company based in the West Country offers an interesting career opportunity in unit trust administration.

The successful applicant will initially work on the implementation of a new dealing and registration system but, within twelve months, he or she will assume full responsibility for all aspects of the administration department and will report directly to the Administration Director.

Applicants should have wide experience of the administration of unit trusts and should send their applications, together with CV to:

J N Williamson
Administration Director
Exeter Fund Managers Limited
23 Cathedral Yard
EXETER EX1 1HB

**OPERATORE PRONTI-TERMINE
SUL MERCATO ITALIANO**

Importante banca d'investimento americana è alla ricerca di un individuo estremamente motivato per una posizione presso la filiale di Londra.

Il candidato, una volta assunto, dovrà occuparsi dell'esecuzione di operazioni di pronti-termini e prodotti correlati con operatori italiani. Il candidato ideale è tra i 24 e i 30 anni, laureato o qualificato nel settore, con perfetta conoscenza dell'inglese ed una clientela nel settore.

Questo posto offre un salario interessante ed eccellenti opportunità di carriera ed avanzamento. Si prega di allegare alla vostra lettera di presentazione un curriculum vitae in inglese:

Box B1667, Financial Times, One Southwark Bridge,
London SE1 9HL

Grand old man battles on to restore the golden age

Andrew Jack examines a persistent quest for reform by feisty New York professor Abraham Briloff

FINANCE DIRECTOR

Salary Commensurate With Experience
To Include Equity Incentives After Qualifying Period

Emerging Publicly listed Pharmaceutical Drug Delivery Group seeks experienced Finance Director.

The appropriate person would be capable of dealing with the most respected financial institutions and of supervising the treasury and financial reporting function. Corporate finance skills would also be necessary.

The person would report directly to the Executive Chairman and would work with other executive directors of the highest calibre. Familiarity with NASDAQ and PLC Requirements and experience in the pharmaceutical industry would be preferable.

Please apply in writing to:

Jacqueline Austen
Assistant to the Chairman
Cortec International Ltd
The Old Blue School
Lwr. Square
Isleworth, Middx.
TW7 6RL

BROOKLANDS MUSEUM TRUST LTD

is seeking an ACCOUNTANT to provide an effective financial and management accounting function for the Museum and its trading subsidiary. The Museum occupies 30 acres of the famous Brooklands Track with 24 original buildings and features. There is a shop and cafeteria for visitors and a thriving conference and functions business. The Accountant will be part of a small management team and work closely with the Museum Director.

Please apply in confidence by letter to the
Director, enclosing a CV, to:
Brooklands Museum Trust Ltd,
Brooklands Museum, Brooklands Road,
Weybridge, Surrey KT13 0QN

A REMARKABLE man sits in a squeaky swivel chair in a small and ramshackle office, sharpening the burbs of his latest critique on the state of contemporary accountancy. His name is Abraham Briloff.

"Abe" Briloff is unusual in many ways. First, because his office - the launching pad of many robust attacks on the profession - is in New York City, more commonly a base for raw capitalism than for radical critique. Second, because that office is the headquarters of a small firm of certified public accountants. For Briloff is a trained accountant in practice and no mere ivory-tower academic nor someone with a simple nihilistic grudge against the profession.

Third, because the location is opposite Baruch College, part of the City University of New York system and the institution at which Briloff holds the title of Emanuel Sachs distinguished professor accounting emeritus. For neither is he a mere practitioner too buried in work to take a wider perspective.

Fourth, because he matches this breadth with an enormous depth of experience. Mr Briloff, still commuting to New York from the suburbs though now with the aid of a cane and with failing eyesight, is 76.

He turned to bookkeeping in the 1930s as it required relatively little time and cost to enter, before falling under the influence of his accounting mentor, Professor Emanuel Sachs, because he could not find a day job during the Great Depression.

Fifth, because he has pioneered an approach to the subject which has

inspired other radicals among his academic colleagues, in contrast to those in universities whom he calls "apologists for the profession".

Sixth, because he is not afraid to stick out his neck and openly criticise firms and companies which transgress his standards, notably by penning columns in Barron's, the weekly US business paper. He bears the battle scars of a defamation lawsuit brought against him and the paper in 1976 by Saul Steinberg, the corporate raider and head of Reliance Group.

And seventh, because all these characteristics have given him a credibility which means he is regularly invited to appear before Congressional hearings in Washington DC, and as an expert witness in court cases.

But what, with all these hefty credentials, does Briloff have to say? Throughout his work - comprising four books and dozens of academic papers - runs a consistent theme, expressed in a forceful, clear style.

Briloff argues the accountancy profession has breached the "sacred covenant" it holds with society through its failure to report on financial statements. It is in terminal decline as it moves along its "via dolorosa".

"In modern society, the accountant's certificate is more potent than the chisel or the crowbar," he says.

He calls for a return to the "golden age" of the 1950s and 1960s when, he argues, accountants were more concerned with being professionals than in gathering new business. "We need the responsibility, accountability, integrity to fulfil the role with which society has vested us and we have assumed willingly and received sub-

stantial compensation for doing." He contrasts the modest offices of large firms at that time with expensive halls and atria of today's headquarters. He looks to a time when partners in firms knew each other and felt a sense of "direct personal responsibility" for their work.

He laments the change from managing partners who were primarily auditors to those who have won their positions through proud boasts of "rainmaking" - the ability to gather new business - and even dub themselves chief executives.

In particular, Briloff regrets threats to the supposedly independent role of the auditor when challenged by issues such as the growing and potentially compromising role of carrying out management advisory services such as tax work and computer consulting for audit clients - what he calls "riding two horses with one backside".

He says this leads to a "race for the bottom" as non-accountants become partners, infuse intensely competitive practices and denigrate the firm's independent audit responsibilities.

He cites instances of audit partners given loans under special circumstances by a Texas savings & loans institution which then collapsed, and of others who swiftly moved from auditors to chief financial officers of client companies.

More generally, he is concerned at the degree to which auditors have become too associated with executives within companies which they audit, advising on the structuring of financial and presentation of financial

information and acting as their advocates. "We have become crucified by the bottom line merchants," he says. He refers derisively to the "accounting alchemy" and the accounting's "magic wand" and the presentation of issues such as lease information, and the categorisation of debt instruments as equity.

He cites approvingly Judge Stanley Sporkin, of the US district court in Washington, DC, in a decision in the Lincoln Savings & Loans case in 1990, that "accountants must be particularly sceptical where a transaction has little or no economic substance" even if it might technically meet the standards of US generally accepted accounting principles. But he sees no evidence for optimism that accountants will heed this "prayerful" plea.

At the same time, he criticises the SEC for weaknesses in its findings. Many of its initially tough verdicts have been buried in compromise "consent orders" reached with companies. He is disappointed with the courts.

He has little time for the Public Oversight Board, created by Congress to scrutinise the profession, but all too often in his belief acting as captive to and advocate for it.

But his greatest wrath is saved for the accountancy firms and professional bodies. He traces the interlocking power structure, with the "Big Six" firms influencing the board of the American Institute of Certified Public Accountants, which has power over the Financial Accounting Standards Board.

He is scathing of the frequent appointment to committees, disciplinary bodies and peer review panels of

partners from large firms which have been criticised for their own auditing work. For instance, tracing the background to the widely-cited finding of the profession's 1978 Cohen Commission that there is no evidence that providing other services has jeopardised audit independence, he shows how all the data was compiled by staff and partners in the larger accounting firms - analogous, he says, to "sending a fox to guard the hen house".

Briloff's advantage is that he is aided in the USA by a mass of material related to regulation and litigation. He has access to evidence obtained from auditors in subpoenas, in front of Congressional hearings and in discovery during litigation; and details emerging through court judgments and rulings from the Securities and Exchange Commission.

That is not to say that his views are universally within the profession. Some see him as extreme, unfair and wholly unrealistic. Many of his remedies have not been implemented.

Reflecting in an academic article earlier this year on his criticisms of the profession in his 1972 book "Unaccountable Accounting", he concludes sadly that his vision for reform has "come to naught" - except that the aberrations he then identified have been extrapolated exponentially to billions and tens of billions.

"If you are a teacher you have got to remain optimistic," he says. "You have to feel that ideas have consequences and meaning. Otherwise you are being hypocritical." Against the predominance of the accounting establishment, a few Abe Briloffs can be no bad thing.

whiteheadselection

Two Divisional Finance Directors

Quoted International Manufacturing Group

This quoted manufacturing group is one of the largest, most profitable businesses in its sector. In recent years its activities have become more international and it now has substantial interests in the USA and Western Europe, and plans further development here and in the Far East. Due to business expansion, two exceptional Finance Directors are needed within one of its important, £350m turnover, business groups.

Finance Director USA/UK (Ref 640A)

£50-60,000 + substantial profit share + benefits

You will support both the USA and UK Divisional Chief Executives and could be based in either country.

Finance Director Europe/Far East (Ref 640B)

£50-60,000 + substantial profit share + benefits

You will support both the Europe and Far East Divisional Chief Executives and could be based in the UK or Continental Europe.

Each position will comprise an interesting mix of strategic and operational activity. This is likely to include acquisitions, disposals, capital investment, redevelopment/restructuring and profit improvement plans, as well as overall responsibility for performance reporting, budget/forecast preparation, maintenance and development of financial controls and resource allocation within the finance functions of the operating units.

Candidates will be graduate, qualified accountants, probably aged mid-thirties, with extensive, business-driven involvement in dynamic, fast-moving areas of manufacturing industry. You will be international in outlook with experience in overseas operations, strong cultural awareness and preferably foreign language abilities. Flexible and adaptable, you will be a natural communicator, highly self-motivated and capable of influencing without direct authority.

The positions will entail a significant but manageable level of overseas travel and offer excellent scope for future career development.

Please write enclosing a full CV, quoting the relevant reference to Nigel Bates, Whitehead Selection Ltd, 43 Welbeck Street, London W1M 7HF.

A Whitehead Mann Group PLC company.

whiteheadselection

INTERNAL AUDITING MANAGER

£32,000 P.A. + CAR USERS PACKAGE

Are you a mature, experienced auditor who relishes a challenge? Have you the ability to establish a new internal audit function and then manage it effectively, ideally on a part-time basis once it is fully operational? Do you have the personal qualities to operate at all levels from the Chairman down?

If you have had at least 10 years recent experience of audit work in either a professional firm or a public sector/commercial organisation and have the right blend of skills, then this job will appeal to you.

In return we offer a comprehensive range of benefits including a generous pension/life assurance scheme. However, if you prefer we are willing to engage on a consultancy basis.

For an informal discussion please contact our Chief Executive, Simon Dow or Personnel Director, Jackie Aitchison on 071-251 6091.

Further details and an application form are available from: Personnel Department, Southern Housing Group, Knights' Court, 6-8 St John's Square, London EC1M 4DE. Tel: 071-251 6091.

Ref: 49/93

Closing date: 23rd September 1993.

Southern Housing Group

INTERNAL AUDITING MANAGER

£32,000 P.A. + CAR USERS PACKAGE

Are you a mature, experienced auditor who relishes a challenge?

Have you the ability to establish a new internal audit function and then manage it effectively, ideally on a part-time basis once it is fully operational?

Do you have the personal qualities to operate at all levels from the Chairman down?

If you have had at least 10 years recent experience of audit work in either a professional firm or a public sector/commercial organisation and have the right blend of skills, then this job will appeal to you.

In return we offer a comprehensive range of benefits including a generous pension/life assurance scheme. However, if you prefer we are willing to engage on a consultancy basis.

For an informal discussion please contact our Chief Executive, Simon Dow or Personnel Director, Jackie Aitchison on 071-251 6091.

Further details and an application form are available from: Personnel Department, Southern Housing Group, Knights' Court, 6-8 St John's Square, London EC1M 4DE. Tel: 071-251 6091.

Ref: 49/93

Closing date: 23rd September 1993.

Southern Housing Group

Ref: 49/93

Closing date: 23rd September 1993.

Southern Housing Group

Moat Housing Society is a leading South East Housing Association providing quality, affordable housing for rent and shared ownership.

Moat will spend almost £60 million in 1993 on new housing and will provide more than 3,000 homes through new development by 1997.

MANAGEMENT ACCOUNTANT

£25,000-£27,000

Based at our Head Office in Sevenoaks, Kent, we require a qualified accountant to provide a first rate management accounting service in conjunction with the Financial Controller.

Your main tasks will be:

- Production of monthly management accounts
- Assisting with the budgetary process
- Accounting for "special needs" schemes

The successful candidate will:

- Be a qualified accountant, ideally with at least 3 years post qualification experience
- Have excellent verbal and written communication skills
- Be a proficient spreadsheet user

For further information and an application form please ring 0732 743809 (24 hour answering machine)

Closing date for all applications: Monday 27th September 1993. No CVs please.

Moat is working to implement its Equal Opportunities Policy.

MOAT

APPOINTMENTS WANTED

EXPERIENCED FINANCE DIRECTOR

Available to join MBO or turnaround team

- successful turnaround record as FD.
- European experience
- Retail, consumer, media, leisure sectors.

Write to Box B1666, Financial Times,
One Southwark Bridge, London SE1 9HL

FINANCE DIRECTOR

Construction Industry

Midlands

A dynamic plc Group within a specialist area of the construction industry is seeking to recruit a Finance Director to make a significant contribution to the corporate management of their Engineering Services Division. This division has a well established reputation for quality and service and a turnover in excess of £80m.

This is an ideal position for a qualified accountant seeking a highly challenging opportunity. Reporting to the Divisional M.D., you will be responsible for providing the services of a high quality professional finance department. This will include designing and implementing an effective financial strategy and ensuring the integration of the finance function throughout the division to enable common goals and objectives to be met.

To ensure your success within this position, you must have excellent communication and interpersonal skills with the ability to influence and win the respect of key decision makers.

OFFICES IN: LONDON • BRISTOL
NOTTINGHAM • MANCHESTER • GLASGOW
EDINBURGH • BIRMINGHAM. TEL 021 212 4888.

BARKERS

FINANCE DIRECTOR - DESIGNATE

(Precision Engineering)

Herts/Essex Border

c £37,000 + car + benefits

Precision engineering is both a highly competitive and demanding industry sector and our client has an excellent reputation and a consistent track record of profitable growth, quality performance and developing creative engineering solutions. A Board level financial appointment has now been identified to play a key role in future growth opportunities.

Reporting to the Managing Director, this role will be responsible for the usual timely development of all appropriate statutory and management accounting reports, company secretarial duties, costing and treasury management systems. Assisted by a small well motivated finance department, this vital position will also be expected to liaise with financial institutions on financial strategy, business planning and forecasting.

Kidsons Imprey
Search & Selection Limited
29 Pall Mall, London SW1Y 5LP
Telephone: 071-321 0336
Fax: 071-976 1116

UK, France, Germany, Italy, Austria, Hungary, Poland and Belgium

Applications are invited from suitably experienced Chartered Accountants who can demonstrate Board level communication skills, excellent financial management experience gained in the engineering/manufacturing sector and ideally a working knowledge of activity based costing.

Success will be rewarded with a Board appointment and an excellent benefits package plus profit share, executive car, contributory pension and health insurance.

Interested candidates should send a comprehensive CV including details of current remuneration and a daytime telephone number, all of which will be treated in confidence, to Andrew Sales FCCA, quoting ref. no. 530.

Finance Director

Derbyshire

£35-£40k + bonus + car

Blower Pipes, a world leader in pipeline technology, is one of Europe's most sophisticated foundries and a major supplier to the UK and overseas water industries.

Reporting to the Managing Director, the Finance Director will head up sizeable finance and purchasing functions and will be expected to make a major contribution to the performance of the business.

Candidates must be professionally qualified and be able to demonstrate a thorough understanding of the complexities of an international manufacturing business. The ability to give sound and pragmatic financial advice on a range of business issues is essential. Equally important is the expertise to enhance existing financial controls, particularly in areas such as product costing, currency management and computer developments. Some overseas travel will be required.

Tangible results in this role will lead to first class career prospects, not necessarily restricted to the finance function.

Please write, enclosing a full CV with current salary details, to Bob Mellorby at:

KPMG Peat Marwick

KPMG Peat Marwick, Peat House, Stuart Street, DERBY DE1 2EQ

OPUS
CONSULTING

Please contact Robert Edwards or Julie Midwinter on (0792) 651533 for a confidential discussion or write, enclosing full c.v. to Opus Consulting Ltd, 1st Floor, 101 Walter Road, Swansea SA1 5QF. Fax: (0792) 651534.

TSB BANK Birmingham

c. £50,000 package + banking benefits

Head of Treasury Operations

First class new position to establish and manage the treasury operations of TSB Bank soon to be established in Birmingham. Medium term activities will focus on supporting the development of treasury operations, new derivative products and sophisticated investments.

- Responsible to the Director of Group Balance Sheet Management for the establishment and management of an integrated back office operation for the Group treasury function. Designing and implementing policies, processes, controls and systems.
- Providing accurate and timely processing and settlement of all transactions in a wide variety of instruments. Establishing effective operational relationships with key managers in the Group.
- Developing documentation and managing systems upgrades. Leading, organising and training a top quality team of about 12. Maintaining state of the art technological effectiveness.
- Graduate ACT/ACA treasury professional with well developed understanding of progressive treasury operations gained in blue chip banking environment. Experience in the management of change and team building desirable.
- Disciplined, logical planner and analyst with real eye for administrative perfection. Broad understanding of funding and risk management with strong systems skills.
- Self starting, hands-on leader with high levels of initiative. Able to tackle a major challenge with humour and imagination.

London 071 973 8484
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. FT1850934,
16 Cornhill Place,
London EC3A 3DP

c. £42,500 + bonus + excellent benefits Service Industry North West

Divisional Finance Director

To join an internationally focused £30m division of a well established group at a time of investment and planned growth. An opportunity to influence at both group level and within rapidly evolving subsidiary businesses. Funding major projects, controlling a range of complex transactions and supporting the Board in planning future strategy. An ideal next-step for a young professional seeking international experience and senior-level career development.

- Reporting to the Divisional Chairman, responsible for a small and able team, fully involved in the financial direction of this largest division within the Group.
- Ensuring regular controls, statutory accounting and project financing, with particular emphasis on funding, foreign exchange and IT support.
- Working closely with senior colleagues to plan profitable growth and soundly based capital investments, developing reporting structures and resources in support of those objectives.
- A fully qualified chartered accountant, probably early 30's, ideally a graduate or MBA. Internationally oriented, systems literate and prepared to relocate to the North West.
- Already accomplished at divisional level, experienced in forex, project financing and capital appraisal. Proven in managing internal resources and forging lasting relationships with financial institutions at a senior level.
- Bright, interactive and inquisitive. A technically competent contributor, ambitious to use finance as a means of improving performance and ensuring a secure platform for future expansion.

London 071 973 8484
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. FT1850934,
16 Cornhill Place, Greenway Business Park,
Royal Road, Manchester M20 1LQ

Finance Director

London c £50,000 + Benefits

Our client is a progressive City partnership, with a young management team and an established reputation as a dynamic, commercial law practice. Within a framework of continuous strategic development, a new role of Finance Director has been created to optimise financial and business management. Reporting to the Managing Partner, responsibilities will include the management and control of day to day financial operations and information technology. A key aspect of the role will be to raise the integrity of accounting information and provide more relevant analysis and interpretation through the development of existing computerised systems. As a member of the Management Committee the individual will be expected to make a significant contribution to the future growth of the practice. Candidates, aged 33-43, will be graduate qualified accountants who have gained senior level experience in a customer-led, computerised, service environment. Excellent presentation and interpersonal skills together with a flexible, hands-on management style will be essential in this high profile role. Applicants should forward a comprehensive CV, quoting ref 163984 to Mark Hurley ACMA, Executive Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance
Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Lead Partner

Key role in developing niche corporate finance business

London £ Excellent

Our client is a firm of chartered accountants established, successful and providing corporate finance, consultancy and accountancy services to a wide range of clients, including a number of small acquisitive quoted companies throughout the UK. The need is for a high calibre Corporate Financier with strong business development skills, particularly in the large private and small quoted companies sector to further develop the Group's business. The firm has developed a reputation for quality, branded businesses which service a substantial and well developed corporate client base. The individual appointed is likely to be an established member of the management team within a merchant bank, niche corporate finance house or major accountancy firm and will have a demonstrable record of success to date. Specifically the individual should be ACA qualified, aged 33-43 and have a track record of being able to identify opportunities and close transactions. The role is broad ranging including:

- Business plan reviews.
- Due diligence.
- Feasibility studies, deal structuring and vendor negotiation.
- MBOs, MBIs.
- M&A transactions.

The individual will have the character and personality to relate to a large number of entrepreneurial professionals and work hand in hand with related business areas. Remuneration will be based on experience and ability. Prospects will only be limited by the individual's personal drive and ambition. Future rewards will depend upon the ability to develop revenue and profitability. If you are interested in this opportunity, please contact Chris Nelson on 071 831 2000 or write to him at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance
Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

European Planning Manager

South West London c £42,500 + Bonus + Car

"An outstanding opportunity for an outstanding young high flier"

Our client is one of the world's leading FMCO companies, globally dominant in its chosen markets and a household name in every sense. Substantial organic growth and a major investment in strategic acquisitions have created a portfolio of international and local consumer brands which generates European revenues in excess of \$1bn. This position is an opportunity for an exceptional young finance professional to join the European Headquarters in a financial planning/operational analysis capacity, with particular emphasis on performance improvement and profits growth. It is essentially a fast-track development role for an ambitious individual who has senior management potential in an international context, within a demanding blue-chip environment. Candidates, aged up to 32, should be graduate accountants/MBA's who can demonstrate upper quartile intellect, superb interpersonal skills, accelerated career development to date and outstanding future development potential. Comprehensive relocation facilities are available where appropriate. Interested applicants should forward a comprehensive CV, quoting ref 163543, to Alan Dickinson FCMA, Executive Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance
Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

MERCHANT BANK - CHIEF ACCOUNTANT

London c £60,000 + Car + Bonus

Continuing growth, both organically and by acquisitions, has led to the creation of a new appointment at the headquarters of a listed City group engaged in merchant banking and related activities. This well managed business offers genuine career prospects to the individual who can make a positive contribution as a member of the senior management team. Supervising a small department, including two qualified accountants, the Chief Accountant will have a varied role embracing not only financial accounting, management reporting and budgetary control but also regulatory matters, such as Bank of England Prudential Returns, and a wide range of special projects. Candidates should be Chartered Accountants, preferably in their mid thirties to early forties, who are technically up to date and have practical experience either in banking or elsewhere within the finance sector. They should have a hands-on approach and must display the same qualities which characterise the group's service to its clients: continuity, high quality service, energy, integrity and an uncompromising professionalism. Please send your CV, including remuneration and day-time telephone number, quoting reference 3322, to Graham Perkins, Touche Ross Executive Selection at the address below.

Touche Ross
MANAGEMENT CONSULTANTS
1st Floor, Hill House, 1 Little New Street, London EC4A 3TR. Telephone: 071 936 3000.

Treasurer

Salary c. £47k + very attractive benefits package

PHH Europe is part of the PHH Corporation, the market leading business services organisation. Challenging market conditions have propelled us to respond with increasing innovation and agility in our offering to clients. In this current climate of change, the key post of Treasurer offers an exciting career opportunity for a high calibre individual to make a significant contribution to the future of the business. Reporting to the Corporate Vice President and Treasurer in the US, your brief will be to ensure the prudent and efficient financial operation of the company particularly with regard to banking and funding. Responsibilities will include funding strategy development and execution, cash and exposure management, development of new techniques to reduce borrowing costs as well as risk management, financial management and taxation. A graduate, you will also be a qualified Accountant and hold the MCT diploma. A minimum of 10 years' broad business experience is pre-requisite and should include current knowledge of money markets, taxation and international business operations, as well as experience of business issue focusing, risk management and vehicle financing. You will be working in an IT-led environment so computer literacy would be an advantage. This is very much a 'hands-on' role involving frequent contact with banks and finance houses with whom you have developed close working relationships. The emphasis will be on working with internal business teams to formulate strategies and solutions, therefore excellent communication skills and business acumen are of paramount importance to ensuring your success. In return for your commitment and experience, we offer an excellent salary plus benefits including annual incentive scheme, fully expensed executive car, lease car, contributory pension scheme and private medical insurance. For the right person, this role will be a stepping stone to a bright future within the organisation, with further opportunities arising both in the US and Europe. Please write, enclosing your full CV to: Simon Cartwright, Senior Vice President - Human Resources, PHH Europe plc, PHH Centre, Windmill Hill, Swindon SN5 9YT.

PHH Europe

Company Accountant

Oxfordshire Circa £30,000 + car

Nissan Motorsports (Europe) Limited is the European Motorsports division of Nissan Europe N.V. The Company specialises in the production of Nissan competition vehicles and the selling of technical expertise to independent teams in the race and rally arena. Nissan's relocation to Oxfordshire has created an exciting opportunity for a company accountant who has a keen interest in motorsport. A key objective of this role will be to maximise profit through the design and implementation of a pricing strategy related to existing and proposed commercial projects. The position also encompasses all aspects of financial planning and control and the provision of accurate and up to the minute management information. Ideal candidates will be ACA qualified with three years experience in a commercial environment. He/she should demonstrate skill in interpreting financial information to establish priorities and a profitable way forward and exhibit a strong management style. Interested? Then send a full CV to Lynne Waterhouse, Recruitment Consultant, Ernst & Young, 400 Capability Green, Luton LU1 3LU.

ERNST & YOUNG

Opportunities for highly motivated individuals within a leading global investment bank.

Recently Qualified Accountants/Lawyers

London based

Excellent package

This leading global investment bank provides a wide range of investment banking services to major companies throughout Europe. Due to a growing transaction flow, the bank is seeking outstanding individuals who have recently qualified as accountants or lawyers - or expect to do so shortly - with leading city firms.

Selected individuals will be involved in financial analysis, product development, marketing and execution of transactions and advisory assignments involving a wide range of financial products. Candidates should expect immediate responsibility with reward and promotion based on merit.

In addition to a recent accounting or legal qualification and a strong degree, candidates should possess a combination of individual flair and ability to function effectively within a multi-disciplinary team. A continental European background or fluency in a second or third language would be an advantage.

For the right person this is an excellent opportunity to develop a career in investment banking within a highly motivated and dynamic team.

In the first instance, please write in complete confidence enclosing a CV, to Donna Bailey at the address below. Please list separately any companies to whom your details should not be sent as applications will be forwarded direct to our client for consideration.

BERNARD HODES

BIRMINGHAM • BRISTOL
CARDIFF • MANCHESTER

Griffin House, 161 Hammersmith Rd,
London W6 8BS
(Rev. Con)

BREAKING NEW GROUND

shaping the future

To us, the future is already here. Brent Council is firmly committed to the concept of the enabling council. That means devolving authority and responsibility to 90 independent business units who are contracted to deliver quality services to our residents. For business units to compete successfully with private sector organisations, we're creating an innovative organisation structure (in principle a conglomerate), which will play a crucial role in the provision of quality services.

Financial Analyst

£ 28,000 + lease car + up to 20% PRP

Reporting at the main board level, the Financial Analyst will provide the Board with relevant information on the financial performance of the business units.

S/he will work closely with the business units in establishing financial reporting controls and developing business plans. They will also review proposals for capital finance from the council's investment bank and make recommendations for acceptance or rejection of those proposals.

The postholder will also be responsible for liaising with internal

We are now seeking to appoint 3 key individuals who share our vision of quality performance and customer service. It's no ordinary challenge but then we're not looking for ordinary people. We're looking for innovators with the energy and commitment to play a part in the successful performance of 90 independent trading units, employing 3,000 staff and with a turnover of £250 million.

and external auditors in relation to their work in business units. The ideal candidate will be a graduate and a qualified accountant with at least 2 years' experience working in the head office of a large decentralised organisation.

Their interpersonal and communication skills will be the key to success in working with the strongly independent Business Managers.

They will have excellent spreadsheet and database skills; experience of running an E.I.S. will be a distinct advantage.

2 Commercial Managers

£ 26,000 + benefits

Working with the Business Manager as part of a highly motivated team, the Commercial Manager will be responsible for the financial management of the business unit. They must have the ability to identify key trends in performance and advise the management team on the financial implication of operational and strategic decisions. In addition they will provide advice to the management team on the appropriate use of information technology within the business. The business units requiring these key individuals are:

- A transport business with a turnover in excess of £5 million.

- A building cleaning business with a turnover in excess of £3 million.

Both individuals will be graduate qualified accountants with at least 2 years' post qualifying experience in a service industry. In addition to their strong accounting skills, they will be computer literate with experience of operating a P.C. or Unix based accounting system.

Ideally, they will have had exposure to a small business environment where they will have gained experience in all aspects of financial management.

Applications forms are available from: Sheila Palmer, Management Consultancy Services,
Brent Town Hall, Fenny Lane, Wembley Middlesex HA9 9HX. Tel: 081 - 908 7097 (24 hour service).
Closing Date for applications: 24th September 1993. • Brent is an equal opportunities employer.



Group Finance Director

Yorkshire

c. £70,000 + bonus + benefits

Our client is a successful retailer of quality consumer durables with branches in the North, Midlands, South West and East Anglia. Sales turnover is now in excess of £100m and is planned to grow substantially. The Company is privately owned and intends to apply for listing on the LSE at some point in the future.

To provide for this step and to strengthen the management team, a Finance Director is required to join the Board, take on the full range of financial duties and prepare for plc status.

You will be a qualified accountant with plc experience at or near the top of the finance function, probably in a retail or allied business, preferably with some knowledge of production.

This is an exceptional opportunity to join the top team of a company with a proven record of success and excellent prospects. If you would like to be considered for this post, please write giving details of your career and current salary, quoting reference 0185 to AAD Selection Consultants, 7 Curzon Street, London W1Y 7FL.

AAD

The Advertised Appointments Division of Odgers and Co. Ltd.

Finance Director

Oxford

up to £30,000 + Benefits

Our client is a small group of private companies engaged in the manufacture and distribution of products for the leisure industry. This new post has been created as part of a recent restructuring.

The jobholder, reporting to the Managing Director, will contribute to the achievement of the business objectives by providing financial advice in all areas of decision-making and ensuring effective control of the financial operations of the companies in the group.

The ideal candidate will be a qualified accountant who is commercially aware and has previous experience of financial and

management accounting in a manufacturing environment. He/she should be computer literate, a good communicator and suited to achieving results as part of a team.

Please apply in writing stating why you are suited to the post, your present salary and enclosing a CV to Robert Hill, Ernst & Young Corporate Resources, PO Box 1, 3 Colmore Row, Birmingham B3 2DB, quoting reference 1054/FL.

ERNST & YOUNG

...Exceptional career opportunity for experienced Chartered Accountant

MANAGER - CORPORATE REPORTING

Major International Transportation Group

£50-60,000

+ Car

+ Benefits

Central
London



Our Client is a quoted International Transportation Group with a turnover of \$1.2 billion, operating through a worldwide network of offices and facilities. The Group has made substantial progress towards its goal of achieving market leadership in a range of niche industries requiring unique levels of technology and customer service, and which complement its successful and established core businesses. This strategy of targeted acquisitions coupled with profitable growth will be vigorously pursued over the next decade.

The appointment of Manager - Corporate Reporting has resulted from the decision to establish a Management Services Division based in the UK, and will be a highly visible role within the Group Finance Function headed-up by the Chief Financial Officer.

Based in prestigious Central London offices and reporting to the Corporate Controller you will manage a team of 4 qualified Accountants, with responsibility for coordinating and controlling all aspects of the Group's internal and external reporting process. This will include preparation and review of all monthly and quarterly internal reports, external reporting to shareholders and regulatory reporting. You will also provide technical advice and guidance to the Accountants and Controllers of the Group's worldwide operating subsidiaries on all accounting policy and related issues.

Additionally you will assist the Corporate Controller in reviewing the financial implications of a wide range of business issues including acquisitions, financial restructuring and funding, and tax planning.

For this appointment we are seeking a high calibre graduate Chartered Accountant (or CPA) aged 33-40, with excellent technical experience gained either in practice or in industry, including exposure to complex international multi-currency consolidations. You will have proven management, organisational and communication skills and a working knowledge of personal computers and related software.

If you wish to be considered for this exceptional appointment, with career routes leading to subsidiary Controllerships, call Suzanne Swyer or Neil Wax on 071-387 5400 (evenings 081-203 8417) or write/fax your CV to Financial Selection Services, Drayton House, Gordon Street, London WC1H 9AN. (Fax: 071-388 0857).



Director of Finance & Administration

An exceptional opportunity to play a key role in a successful City law firm

City

c£100,000 + benefits

Following a major structural and strategic review, our client, a highly successful international law firm now wishes to appoint an outstanding individual to the post of Director of Finance and Administration.

The post is exceptional in that it will require a wide range of skills, experience and confidence on the part of the individual as well as energy and drive. The appointed candidate will report to the Chief Executive and will be a member of the Partnership Council. He or she will have responsibility for providing clear management data, a coherent financial strategy and first class day-to-day administration for the firm as a whole. This will involve overseeing a workforce of around 100 people involved in facilities management, IT, finance and accounts plus close liaison with the partners and fee-earners.

As this is a new role the challenges cannot be underestimated. Successful candidates are likely to be graduate chartered accountants who can already demonstrate achievement as a Finance/Administration Director in the services sector. Experience of working for a professional partnership would be regarded as a plus and a strong "hands-on" IT background is essential.

Candidates are likely to be high achievers who have enjoyed success early in their careers, possess excellent interpersonal skills and can influence and persuade at the highest levels.

Interested candidates should write enclosing full career and salary details to Anna Ponton, quoting reference J0752.



Selection & Search

1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

Head of Internal Audit

Creating a New Department

Central London

£40-50,000 + Banking benefits

This is an excellent opportunity for an experienced chartered accountant to make a major impact within a highly regarded financial services organisation whose well established UK arm represents the focal point of its European activities. Recognising the importance of vigorous control procedures compatible with its status as a thriving and well respected firm, our client is committed to establishing a formal internal audit department.

The appointee's immediate priorities will be to conduct a strategic review, assess key requirements, devise an appropriate audit plan and implement any necessary procedural changes and controls throughout the company. This is a proactive, high profile role involving considerable liaison both with line management and external advisors. An ability to establish professional credibility at all levels will be a critical success factor.

The successful candidate is likely to be a graduate ACA, aged early to mid 30's. Previous exposure to internal audit within the financial services sector and, ideally, the securities industry, is essential. Technical competence and computer literacy are prerequisites. Equally important are a pragmatic, results orientated approach, first class communication skills and a forceful, outgoing personality which inspires confidence.

Please write in confidence, enclosing full career and salary details to Tim Knight, quoting reference TCK/0909.



Selection & Search

1-2 Dorset Rise, Blackfriars, London EC4Y 8AE



Be a source of amusement and earn not less than £50,000

FINANCE DIRECTOR

Blackpool Pleasure Beach

THE COMPANY

- Privately owned and entrepreneurial
- High international profile
- Approaching its centenary
- More rides than any other park . . . Spectacular shows . . . Catering . . . Retail . . . Arcades . . . UK and overseas consultancy and show productions
- Building a £10m roller-coaster, the largest in the world

THE POST

- Central financial advisor to the Company and the family
- Translate into commercial reality and greater profits a proportion of the ideas which burgeon in a very creative company
- As with the adrenalin-stimulating rides, control the ostensibly uncontrollable and discipline the unpredictable
- Utilise the skills of a computerised Accounts Department of 20 and upgrade IT systems

THE PERSON

- A qualified accountant, probably 35-45
- A strong leader, entrepreneurial and astute
- Mature and adaptable, prepared to give great loyalty and dedication and with an understanding spouse
- Top-level experience in a fast-moving business, including operational and profit-centre accountability

THE PACKAGE

- Based at Blackpool
- Car
- Comprehensive benefits
- £50,000
- Profit share

Please write to Peter Willingham, enclosing a CV and salary details, quoting ref. 545. Details of all candidates will be made available to the client.

Kidsons Impey
Search & Selection Limited
29 Pall Mall, London SW1Y 5LP
Telephone: 071-321 0336
Fax: 071-976 1116



Financial Controller

Hotels

To £40,000 + Car + Benefits

Thames Valley

Outstanding opportunity for first class finance professional at the heart of this first rate, fast moving hotels group, committed to excellence.

THE COMPANY

- UK arm of multinational hotels and leisure group, turnover £100m.
- Nationwide representation. Reputation for quality and innovation in delivering customer service.
- Commitment to profitable growth, continued development and upgrade of facilities.

THE POSITION

- Full responsibility for UK accounting, taxation, treasury and corporate compliance. Report to the Finance Director.
- Maintain, develop and use Executive Information System, ensuring optimum detail and distribution of information.

- Business analysis and ad hoc reporting, including acquisition and disposal evaluations.

QUALIFICATIONS

- Graduate ACA. Age 30-45, experience of Head Office accounting in industry or the profession.
- Strong technical competence. Ability to work to tight deadlines, delivering incisive commentary on global and detail issues.
- A team player with well-developed leadership skills. Proactive and innovative, capable of further progression.

Please send full cv, stating salary, Ref BM3433 NBS, Berwick House, 35 Livery Street, Birmingham.



NBS SELECTION LTD
a Norman Broadbent International
associated company



Birmingham 021 233 4656 • Slough 0753 819227
Bristol 0272 291 142 • Glasgow 041 204 4334
London 071 493 6392 • Manchester 0625 539953
Aberdeen 0224 638080 • Edinburgh 031 229 2250

Finance Director

High Technology Manufacturing

Winchester

c.£45,000 + Bonus

A strategic and commercial role in a fast developing, technology systems supplier. A real career challenge to an ambitious, finance professional wishing to gain wider business experience.

THE COMPANY

- Rapidly expanding and profitable manufacturer of electrical products and systems. £8m turnover, 70 employees.
- High value contracts with authorities/utilities, industry and commerce. UK and international markets.
- Privately owned; robust balance sheet; targeting a flotation.

THE POSITION

- Full board responsibility for financial/management accounting and control, purchasing and management services. Report to Executive Deputy Chairman.
- Manage cost, credit and inventory control. Lead strategic financial planning. Drive effective use of new IT investments.

- Prepare the company for flotation. Develop group structure.

QUALIFICATIONS

- Graduate qualified accountant, ideally mid 30's to mid 40's. Record of achievement in large and small manufacturing organisations.
- Broad financial management experience. Commercially astute.
- Hands-on man manager. Board level credibility. Flexible and dynamic.

Please send full cv, stating salary, Ref SM3652 NBS, 7 Shaftesbury Court, Chiswick Park, Slough, Berkshire, SL1 2ER



NBS SELECTION LTD
a Norman Broadbent International
associated company



Slough 0753 819227 • London 071 493 6392
Bristol 0272 291 142 • Glasgow 041 204 4334
Aberdeen 0224 638080 • Edinburgh 031 229 2250
Birmingham 021 233 4656 • Manchester 0625 539953

Senior Audit Manager

CITY

Package to £45,000

- UK Clearing Bank
- High Profile Role

Our client is a household name in the world of banking, and a leader in its field. Internal promotion has created an opening at a senior level within the high profile audit division.

Managing your own multi-disciplinary team, you will take responsibility for a wide range of audit assignments within the domestic banking sector. The role will further encompass extensive business investigations and projects.

This position requires strong powers of communication together with the ability to lead while remaining a team player.

The successful candidate, aged 30+, will be a Big 6 qualified ACA who is either a Senior Manager within the profession or currently running an internal audit department within the banking or financial services sector.

Interested candidates should contact Joe Thomas at Douglas Llambras Associates Limited, 410 Strand, London WC2R 0NS, Telephone 836 9501, Fax 379 4820.

LONDON, BATH
01-225 7741
GLASGOW
01-226 3101



RECRUITMENT CONSULTANTS

LONDON
071-836 9501

Hi-tech

c.£40,000
+
Car

Thames Valley



MARTIN WARD
ANDERSON
FINANCIAL RECRUITMENT CONSULTANTS

International Finance

Madge Networks is a UK based \$150 million turnover multinational with principal activities in the USA, Europe and the Far East. The Company designs, produces and sells a wide range of 'leading edge' products for networking personal computers.

World class technology, high profitability and aggressive marketing have enabled the Company to double revenue every year since its formation in 1986.

Strong growth has created the need to recruit two additional Senior Finance Managers. These are key appointments and it is essential that applicants have the potential to assume top level roles in order to keep pace with rapid business development.

Financial Controller

This new role will have overall responsibility for financial planning and control of the high profile Group Research and Development operations.

Duties encompass:

- strategic and operational business planning
- evaluation of product and technology investment projects
- development and improvement of management information
- Commercial advice for senior R&D managers
- supervision of finance and administration staff

A qualified accountant (ACMA/ACA/ACCA) is required, aged 28 to 35. Preference will be given to applicants with experience of the IT industry, R&D, electronics, or a project driven environment. A Computer Science or Engineering related degree will also be an advantage. (Ref. 9091)

Applicants should write, quoting the reference and enclosing a Curriculum Vitae together with details of current salary, to: Peter Ward ACMA, Martin Ward Anderson, Goswell House, 134 Peasod Street, Windsor, Berkshire SL1 1DS.

Group Finance Analyst

This is a senior role which will provide significant exposure to the Company's principal decision-makers.

Duties are to:

- deputise for the Group Planning Controller
- lead the implementation and development of Group business management information systems
- prepare strategic business plans and analyse regional sales performance
- develop global pricing and product margin policies
- evaluate industry and customer trends

A qualified accountant (ACMA/ACA/ACCA) is required, aged 28 to 35. Preference will be given to candidates with good commercial skills and experience in the use of relational database business systems. (Ref. 9092)

HEAD OF AUDIT

WEST AFRICA

Excellent Ex-Pat
Package



A major international mining operation based in West Africa now requires a head of audit to set up and run the department. As a result of substantial growth and increased challenge in managing the transition from a production based operating unit to a self contained profit centre, new controls must be implemented.

This new position will liaise at senior levels within the company, reporting directly to the general manager with a brief to undertake the following:

- Complete review of the financial and internal control systems making recommendations to management.
- Review the effective use of resources, including non financial, within the operation cycle.
- Ensure all systems comply with local laws and regulations in addition to management guidelines and authorisation.

The emphasis of the role is to be available as an internal resource for ad hoc projects, in addition to providing an effective internal audit reporting function.

The successful applicant will be a qualified ACA/ACCA with experience gained in an international accounting practice or possessing line management experience in an equivalent company. Exposure to the mining or similar process industry is of considerable advantage. Individuals should have preferably worked in a developing country, will be in excess of 35 years of age, self motivated, and strong communicators with clear analytical/problem solving skills.

For further information please call Jennifer Ogden or Gary Johnson on 071 629 4463, fax 071 491 4705 (evenings/weekends 071 326 0068) or write enclosing your CV to our London office.

HARRISON WILLIS

EXECUTIVE SEARCH & SELECTION
39-40 Albemarle St., London W1X 3FD. Tel: 071-629 4463

LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

Finance Director

Preston c£50,000 + bonus + car

Whitgate Leisure PLC, a listed company whose mainstream businesses are discotheques and ten-pin bowling situated predominantly in the North of England, has a turnover in the order of £22 million. Last year's results were unsatisfactory. However, it has disposed of its loss-making operations and is now concentrating on its core businesses with some success.

As a result of the relocation of its head office to Preston the position of Finance Director has become available. The post will initially be designated with confirmation of appointment as Finance Director after a period of time in the role.

The Finance Director will be responsible for the 'hands-on' financial control of the business and for company secretarial matters. Specific duties will include: responsibility for the preparation of management and financial accounts, budgets and cash forecasts, effective budgetary control and financial analysis as well as dealing with the company's bankers and professional advisers.

This post requires a qualified chartered accountant who can get beneath the skin of a business and has operated in a 'hands-on' environment. A commercially orientated accountant is needed who has the ability to contribute a financial perspective to the operational issues of running the business.

Candidates must be able to demonstrate previous experience of financial control in a multi-site service environment as well as considerable general management experience.

Please write with full career and salary details quoting reference B430/93 to Damans Maron.

KPMG Selection & Search

Peat House, 2 Cornwall Street, Birmingham B3 2DL.

DIRECTOR OF FINANCE

A strategically important leadership role

The Royal Mail business goal is to be recognised as the best postal organisation in the world. The Property Holdings Division will play a critical role in ensuring that the required operational accommodation is available and that the substantial property portfolio is managed to maximum advantage.

An accomplished Director of Finance is now sought to provide a total finance service to this key division with revenue income and expenditure of £400 million and an annual capital budget of £100 million. Responsible for all aspects of financial performance, including business planning, IT development and investment appraisal, the main emphasis is upon developing financial policies and strategies and managing financial systems. Team working is the watchword, directing and co-ordinating the activities of 40 staff spread over a number of locations.

This is an outstanding opportunity for a high calibre finance professional to make a strategic contribution during a period of rapid change. The successful candidate will be a qualified Accountant, possibly with experience in the construction or property industry, demonstrating proven leadership ability and critical judgement.

Please apply directly to Laura Mosby at Robert Half, Freepost, Walter House, 48 The Strand, London WC2R 0BR. Telephone: 071-836 3945, or evenings on 0777 261433. Alternatively, fax your details on 071-836 4942. Any direct applications will be forwarded to our advising consultant.



To £47,500
+ Flexible Benefits
Central London



European Accountant

French speaking

City

Jones Lang Wootton is one of the world's largest and most respected firms of chartered surveyors and real estate consultants. Our progressive outlook has helped us retain a command of the world property services market in challenging trading times.

Changes in our management structure have created an opportunity to standardise and consolidate accounting practices throughout our European network.

Reporting to the European Finance Director, you will introduce common policies on reporting, management accounting, business planning and forecasting, taking particular responsibility for systems development and internal audit. You will also undertake accounting for the Eastern European Team and Global Programme - both major areas of growth for the firm. Liaison with colleagues on a wide range of financial and legal matters will be a key part of your

role, and you can expect to travel extensively throughout Europe.

A high-calibre chartered accountant, you will have at least two years' post-qualification commercial or auditing experience and should be familiar with the 'partnership' environment. You are likely to be in your late 20s or early 30s and ready to take on a role in which high-level communication and interpersonal skills will be as important as academic and professional ability. Competence in French or another European language is essential.

An attractive salary and benefits package, including a car and a discretionary bonus, applies to this senior position.

Please write, enclosing your CV and quoting your salary expectations, to Lesley MacEachin, Jones Lang Wootton, 22 Hanover Square, London, W1A 2BN.

The closing date for receipt of applications is 23 September 1993.

Jones Lang Wootton

ROYAL LIVER
ASSURANCE

c £40K PACKAGE + CAR

Chief Internal Auditor

Royal Liver Assurance is the country's second largest collecting Friendly Society, with funds in excess of £1.2 billions, more than 2,200 employees and branches throughout the United Kingdom and Republic of Ireland.

In the light of new regulations which extend the opportunities available to such Societies, the business is entering a period of significant change and development and as part of these changes, the Society's present internal audit activities are to be strengthened by the formation of a new Internal Audit Department.

Based at the Society's Head Office in Royal Liver Building, Liverpool, your initial task will be to establish the new department and evaluate existing control systems. You will be responsible to the Chairman of the Society's Committee of Management and report administratively to the Society's Treasurer. You will be expected to periodically present reports on the internal auditing activity

and effectiveness of the control systems to the Society's Audit Committee.

You will probably be a graduate accountant who has managed significant audits in financial institutions. Internal auditing experience in a blue-chip business would be an advantage. You should also possess sound skills in computer systems assessment as the Society is committed to extensively upgrading its applications.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence, to Peter Jones, Coopers & Lybrand Executive Resourcing Ltd, Richmond House, 1 Rumlford Place, Liverpool L3 9QS, quoting reference P257 on both envelope and letter.

Coopers & Lybrand
Executive Resourcing

LONDON

c £40K + CAR + BENEFITS

Compliance Manager

An important priority for this leading firm of business advisors is to continually ensure that the highest professional standards are maintained across all areas of the UK organisation. The provision of a proactive and responsive compliance service is central to achieving this corporate objective. An energetic and committed professional is now sought to further enhance the compliance function.

As a key member of the small compliance unit your role will be high profile, varied and demanding, providing involvement in central decision making. The main areas of responsibility will include compliance with the regulatory and ethical requirements affecting the organisation, which will involve compliance monitoring of offices, divisions and central functions. In addition you will be encouraged to contribute actively to the ongoing development and refinement of compliance systems and procedures and the interpretation of new regulations.

Candidates should possess an audit background combined with some experience of financial services regulation and

professional ethics. The ability to see the broader picture together with the flexibility to also deal with the minutiae of regulation will be important. You should also demonstrate excellent communication and investigative skills, combined with strong personal credibility and integrity. You are likely to be ambitious, looking for your next positive career move - perhaps an Audit Manager seeking a new direction, or an existing compliance professional looking for an environment to realise your full potential.

Please send full personal and career details, including current remuneration and daytime telephone number, in confidence to Ann Shepherd, Coopers & Lybrand Executive Resourcing Ltd, 76 Shoe Lane, London EC4A 3JB, quoting reference AS994 on both envelope and letter.

Coopers & Lybrand
Executive Resourcing

EUROPEAN AUDIT

As a result of promotions within the Group, this major US multinational, with revenues in excess of \$20 billion, seeks its next generation of Financial Managers.

BRUSSELS

£30,000 +
(tax efficient)
+ car

Russian language
ability a major
advantage

Based in Brussels, the audit team is young, multi-cultural and highly professional. Team membership averages two years before promotion into an operational role. Reporting to the Regional Audit Manager, you will undertake financial and operational reviews throughout the European region.

Requirements:

- a university degree followed by an accountancy/business qualification
- a minimum of three years audit experience
- fluency in English and at least one other European language
- ready to travel 75% (return to Brussels at weekends)

In addition, Russian language ability would be highly desirable due to recent expansion into Eastern Europe.

You will be dealing with top international management, influencing key strategic decisions during a time of exciting change in Europe.

If you have the initiative and drive to succeed in this highly motivating, competitive environment please write to:

Rod Bailey at Nicholson International, Search and Selection Consultants, Africa House, 64-78 Kingsway, London, WC2B 6AH, quoting reference number 1922. Alternatively, call for an initial discussion on 071 404 5501 or fax details on 071 404 5125.

NICHOLSON
INTERNATIONAL

France - Belgium - Holland - Spain - Germany - Italy - Turkey - Poland - Czech Republic

Assistant Chief Accountant

A senior position with wide ranging responsibilities

CIRCA £40,000 + CAR & BENEFITS - LONDON SW1

The John Lewis Partnership is one of the country's leading retailers with annual sales exceeding £2 billion. Over 34,000 people are employed in our department stores, food shops and manufacturing units throughout the UK.

This is a senior position within the Partnership and the person appointed will report to the Chief Accountant. Responsibilities will include group consolidations and the preparation of monthly management and annual statutory accounts, involving close liaison with branch accountants, head office management and the external auditors. Responsibilities also extend to the supervision of central accounts departments including a central pay office and pension fund accounts.

This role calls for a qualified accountant, preferably chartered, with extensive financial and

management accounting experience, gained in a commercial environment. Although exposure to the retailing sector is not essential, you must have proven man-management and technical skills and be able to demonstrate that you will work effectively in a fast moving department, where up-to-the-minute accurate financial information is of paramount importance.

Benefits include five weeks' holiday, shopping discounts in our department stores and Waitrose supermarkets, a non-contributory pension scheme and profit sharing.

Please apply in writing, with a curriculum vitae, to: Director of Personnel, John Lewis Partnership, 171 Victoria Street, London SW1E 5NN. Ref: FT/9/9

JOHN LEWIS PARTNERSHIP

FINANCIAL
CONTROLLER

Our Client is part of a highly successful multinational Group renowned for manufacturing and marketing a wide portfolio of quality branded consumer products.

Their success is based on commitment to customer service orientated product development, supported by integrated computer technology, and a focused acquisition strategy.

As a result of continued expansion an experienced Financial Controller is sought to take full charge of all operational aspects of financial control in the UK, through an established accounts team.

Liaison with senior management from all disciplines at local and international level is an integral part of the role.

Candidates must be qualified Accountants of graduate calibre, aged 35-40, with a proven track record in financial management gained within an FMCG environment. You will be a self-starter with an ability to meet deadlines, prioritise workload and combine a 'hands on' approach with an investigative mind. In addition a knowledge of computerised systems and highly developed management and interpersonal skills are essential.

A high calibre individual is vital for this role as growth prospects within the UK and overseas are excellent.

Please send your CV to Suzanne Wood at Robert Half, Princess Beatrice House, Victoria Street, Windsor, Berkshire SL4 1EH. Telephone: 0793 877771, or alternatively fax your CV on 0793 841676.

c£50,000
OTEPlus Car &
Benefits

Thames Valley

ROBERT HALF
THE HUMAN FACTOR

YOU CAN ADVANCE YOUR SKILLS IN THE FINANCIAL TIMES RECRUITMENT PROGRAM AS LITTLE AS \$94 + VAT

Looking for a Career Change?

For further details please contact:

Paul Widdowson
Tel: 071-475 5551 Fax: 071-475 3854 on any evening to 071-475 5551

Advertised in Financial Times, Recruitment Advertisements, Number One Southampton Terrace, London EC2A 4HH.



Les Laboratoires ROCHE-NICHOLAS ont une renommée internationale grâce à leurs produits à forte notoriété: ASPRO, RENNIE, SUPRADYNE, DERMASPRAY... Dans le cadre de leur très forte croissance, ils recherchent pour leur site français des Hautes Savies:

Contrôleur de gestion industrielle

Sous l'autorité du Contrôleur de Gestion, il animerait une équipe de trois personnes. Il devra établir des ratios performants d'analyse en ce qui concerne toute la comptabilité liée à la production: stocks, prix de revient, analyse des écarts...

Vous avez impérativement une formation supérieure (CIMA, ACCA...) et une première expérience similaire dans un site de production.

Merci d'adresser lettre manuscrite, CV et salaire actuel sous la réf. 1045 à Diaconseils, 24, rue du Cdt Fourax, 69006 Lyon. Confidentialité assurée. Réponse sera adressée seulement aux candidatures bénéficiant d'une suite favorable.

DIACONSEILS
LYON - PARIS

DIRECTORS AND SENIOR EXECUTIVES

Achieve job search or career change success by calling us now to gain the competitive edge through our Partnership Programme

- Over 10 years' experience marketing top level executives
- Unadvertised opportunities

- Possibility of government loan
- Proactive job search

LONDON 071 6310968
BRISTOL 0272 308889
CAMBRIDGE 0223 402244
GLoucester 0453 503555
HIGH WYCOMBE 0484 473535

MAINLAND
PATHFINDER

021 6432264
0232 373670
081 8336813
0202 484525
0234 714354

17-19 Foley Street, London W1P 7LH.

22 Suffolk Street, Birmingham B1 1LS.

Manager - Financial
Planning & Analysis

c.£50,000 Package plus Benefits

Financial Insurance Group is the largest and most successful UK provider of payment protection insurance and is now wholly owned by GE Capital, the diversified financial services arm of GE Company USA.

This position arises from a promotion within the GE Capital Group. Reporting to the Finance Director, this Manager leads a team responsible for product pricing and profitability analysis, planning and budgets, capital investment appraisal and decision support. The remit is wide-reaching with high visibility across the organisation and involving a close working relationship with the Company's Actuaries and Business Development team.

The successful candidate is likely to be a qualified accountant who

has had some exposure to both US and UK GAAP, with excellent analytical skills and experience in using PC based analytical models.

He or she will demonstrate sound judgement and communication and leadership skills, required both in managing the FP & A team and working with other functions.

There is a strong emphasis on personal development and career opportunities are excellent. Total compensation package will include an excellent salary, performance bonus, car and finance sector benefits. Reply, with detailed CV, to Stephen Hales, Group Resources Director, Financial Insurance Group Limited, Financial House, Eaton Road, Enfield, Middlesex EN1 1YR.



HEAD OF GROUP AUDIT

Establish Internal Audit in a
Successful Financial Services Group

£50,000 + Car + Financial Sector Benefits
North Cheshire, Relocation Package Available

Refuge Group Plc is a diversified financial services Group operating in Life Assurance, Pensions, General Insurance and Fund Management. With over £3 billion under investment, the Group has remained consistently profitable. To help meet the challenges of the 1990s we wish to appoint a Head of Group Internal Audit.

The Head of Group Internal Audit is a senior management appointment and will report to the Audit Committee and administratively to the Group Chief Executive. The position will have responsibility for defining and reviewing Group risks and vulnerabilities together with the establishment and ongoing management of a modern systems based internal audit department. Emphasis will be placed on ensuring that effective control is maintained throughout the Group whilst determining ways to enhance and improve the efficiency and profitability of all operational functions.

This is an exciting opportunity to develop an internal audit department covering general, computer and branch audit functions. It will appeal to dynamic and achievement orientated individuals seeking a senior hands on management role.

Applicants must have previous experience of managing an internal audit function in a sophisticated, I.T. dependent commercial environment. It is anticipated that the successful applicant will most likely be a qualified accountant, have previous financial services experience and have a comprehensive appreciation of I.T.

For further details and to apply, please contact Adrian Simpson ACA, at Barclay Simpson Associates, Hamilton House, 1 Temple Avenue, Victoria Embankment, London EC4Y 0HA. Telephone: 071-936 2601.



Refuge Group PLC

FINANCE MANAGER

£30,000 KENNINGTON, LONDON SE11

Housing for Women comprise two registered charitable housing associations founded in 1933 by concerned individuals including T.S. Eliot. Queen Mary was our first patron. Originally established to house single working women, we now concentrate on housing homeless women especially single parents.

Over 500 homes are currently owned and in management with an active development programme expected to produce nearly 100 homes. A number of other initiatives are also under management including emergency short term housing.

You will need to be a qualified Finance Manager, able to provide expertise and management for our finance function. Experience of raising loan finance from institutions and information technology skills would be an advantage.

This is a challenging environment with a high level of responsibility and the opportunity to make a real social contribution. Housing for Women is one of the few housing associations dedicated to providing women with the fundamental necessity of decent accommodation.

If this working environment is what you have been looking for, please telephone or write for information to our advisers: HACAS Ltd, United House, North Road, London N7 9DP. Tel: 071-609 9491 Fax: 071 700 7599. For an informal discussion call Margaret Morris, the Associations' Director, on 071-582 7605, or Derek Joseph of HACAS Ltd on 071-609 9491.

Housing for Women is working towards being an Equal Opportunity

P.A. to FINANCE DIRECTOR

Finance Director of a rapidly expanding group with interests in mining and finance seeks a P.A. Aged 25 to 30 and an ACA with 1 year or more post qualification experience. Salary circa £25,000 (negotiable). Willingness to travel and a practical approach to business required.

Written application and CVs to C.Purdy, Manco, 10 Cromwell Place, London SW7 2JL.

Financial Director
CZECH REPUBLIC

A company which boasts 6,300 retail stores including 70 manufacturing units and employs 87,000 staff worldwide is the leading and only truly global marketer and manufacturer in its product field. Within the Czech Republic its current operations are unique in their retail strength, brand recognition and complexity of the company's operations. Further progress, development and success are the main objectives.

There are those fundamental aspects of a financial executive position, namely: Financial reporting; budgeting for retail and manufacturing operations; costing for factories; business planning and M.I.S. However as a director level position within a substantial national unit of a multinational business, the role assumes much broader dimensions. You will be integrally involved in business strategy and planning, and liaise closely with the chief executive of the Czech Republic. The company also has significant commercial real-estate which needs financial management.

Whilst requirements for an equivalent role based in the West apply to this position, there are material differences. Professional qualifications, in accounting are strongly favoured, but not a pre-requisite providing the candidate has strong practical experience. An understanding of the Czech or Slovak language and/or a knowledge of operating in Eastern and Central Europe is highly desirable. The emphasis is on the individual's skills and management capabilities rather than relevant industry experience. Preference will be given to applicants with two years financial and business management experience in a Western European or North American styled business.

The company has the financial resources to attract the right individual. Please send your application to the address/fax below quoting Ref: FT2075

ANTAL INTERNATIONAL
Executive Recruitment

Riverbank House, Pinner Bridge Approach, London W9 3JD
Tel: +44 (0)21 321 9181 Fax: +44 (0)21 721 8188 (24hours)

Procter & Gamble

Head & Shoulders

WASH & GO

Crest

PANTENE PRO-V

MAXFACTOR INTERNATIONAL

OIL OF ULAY

FINANCE PROFESSIONALS

EXCEPTIONAL ACA/ACCA/ACMA/MBA

SURREY - M25 CORRIDOR

24-27 YEARS

As one of the world's largest and most prestigious corporations Procter & Gamble's portfolio of products includes numerous household names, many of which are market leaders, all supported by high technology manufacturing and research techniques. This, combined with an innovative approach to marketing and advertising, ensures that the products continue to lead world markets.

P & G is looking for individuals with the potential to make a significant contribution to its business. Without exception the company's senior management are promoted from within the organisation, giving career development second to none and a range of opportunities worldwide that few companies can match. To create the well rounded business managers of the future you will move quickly from one financial position to another, gaining the necessary experience in all aspects of the business. These positions will involve you working in multi-discipline teams of highly committed professionals, addressing areas such as brand analysis (including new product launches, competitive analysis and pricing), plant financial management, systems development and financial reporting.

Interested candidates will need to be able to display exceptional levels of achievement to date, both in and out of the work place. The environment is demanding and geared to achieving excellence. Over time you may need to be flexible on location in order to take advantage of global career opportunities throughout the group.

For further information in strict confidence, please contact our advising consultants Brian Hamill or David Craig at the offices of Walker Hamill on 071-287 6285. Alternatively forward a brief resume to 29-30 Kingly Street, London W1R 5LB quoting ref BH781.

U.K. Finance Director

c£55,000 + Car London

Logica plc is an international computing services company with operations throughout the U.K., Continental Europe, North America and the Asia/Pacific region. Its client list includes many of the world's leading organisations, for whom investments in information technology are of strategic importance. Logica helps these clients to maximise value by supplying consultancy, software and systems integration services to the highest professional standards.

For the year ended 30 June 1992, Group turnover was £200 million and profit before tax £7 million, reflecting difficult world-wide trading conditions. However, a young dynamic management team, coupled with the ability to build successful long-term business relationships and a commitment to teamwork and flexibility of approach, allows Logica to view the future from a position of considerable strength.

There currently exists a requirement to augment the senior management team with the appointment of a Finance Director for Logica U.K. Ltd. Reporting to the U.K. Managing Director, with functional responsibility to the Group Finance Director, the appointee will be primarily involved in the financial management of the Group's U.K. operations. As the largest subsidiary of Logica plc, with revenues in excess of £120 million, this is a key appointment and will encompass all aspects of financial reporting, control and analysis, as well as offering a leadership role in the implementation of major new financial systems.

The opportunity will appeal to a commercially orientated qualified accountant (aged 35-45), with the ability to implement and manage change in a challenging environment. Experience of operating at a senior level, preferably within a service industry and of running accounting operations in a multi-site operation, would also be desirable. In addition, the candidate should be a highly effective communicator, with the ability to generate, absorb and apply new ideas within this highly meritocratic organisation.

The remuneration package will reflect the seniority of the position and will include an attractive basic salary, company car, normal executive benefits and the opportunity to develop a stimulating career within this high profile international group.

Interested applicants should write, in the strictest confidence, to our retained consultants David Craig or Brian Hamill, forwarding a brief resume to the London offices of Walker Hamill at 29-30 Kingly Street, London, W1R 5LB, quoting ref: DC1205.

Logica

Finance Director

North West

To £40K + Car

Our client is a subsidiary of one of the most respected engineering consultancies in the world. They now seek to recruit a Finance Director who will take control of the company's finance and accounting functions from their base in the North West of England.

Reporting to the Managing Director, with a line to the Group Finance Director, you will take immediate responsibility for the production of monthly management accounts, budgetary control and general accounting systems management and development. You will provide significant input into the business, particularly in the area of contract preparation, project management and associated financial decision making.

This appointment represents a high profile opportunity within the group for a qualified accountant to make an early and commercial contribution to the business by providing effective financial advice and guidance at a senior level.

In the first instance contact Helen Isaac or Chris Denington at Grant Thornton, International House, 7 High Street, Ealing, W5 5DB (Tel: 081 566 5900). Ref: 1032

Grant Thornton
MANAGEMENT CONSULTANTS
The UK member firm of Grant Thornton International

FINALIST/QUALIFIED FINANCIAL MANAGEMENT

UK/EUROPE TO £20,000 + BEN

First move from "Big 6" or major manufacturer for very mobile role. Must have at least one European Language and be prepared to relocate with this international manufacturer/development co.

Call Alan Reid
Staffwise Accountancy
071 240 2944 Ref: P004/C
Rec Cons

ACA PEII RESULTS

Get Results!

Become part of the success story...
To advertise alongside the ACA PEII examination results (appearing on the 23rd September) Call:

Andrew Skarzynski
on (071) 407 5754

Finance Manager

Leading UK consumer products group

c. £45,000 + Car

FMCG

With a turnover in excess of £1bn and a highly visible domestic presence, our client has rapidly evolved as a leading UK consumer products group. A dynamic management team, coupled with innovative marketing strategies, and a reputation for product excellence, has been effective in producing a number of attractive business opportunities. Future growth prospects are considered to be exceptional.

There now exists a requirement in one of the key divisions to augment the management team with the appointment of an outstanding Finance Manager. Reporting to the Production Director with dotted line responsibility to the Finance Director, and controlling a small professional team, the appointee will primarily act as a focal point between finance and the production units. Specifically, this role will encompass the development of cost structures, the evaluation of growth opportunities, and the creation of financial and strategic plans. The successful candidate will be expected to actively contribute to the success of the division through a commercial and practical approach.

This opportunity will appeal to a graduate accountant (aged 30-35 years) with a minimum of 5 years post-qualification experience in a large multi-site manufacturing organisation (ideally FMCG). The ability to liaise and influence professionals at a senior level, impartially assess organisational problems, motivate a high calibre team, and constantly adapt in a fast moving and challenging environment are essential.

The benefits include an attractive remuneration package, company car, and the opportunity to develop a stimulating career within this rapidly developing UK group.

Due to the multi-site nature of the business, there is some flexibility regarding the location of this role.

Interested applicants should write, in the strictest confidence, to Brian Hamill or David Craig, forwarding a brief resume to the London offices of Walker Hamill at 29-30 Kingly Street, London, W1R 5LB, quoting ref: BH 923.

Financial Controller

Milton Keynes

£ Neg

Our client has an outstanding reputation for product quality and customer service in the food and drink industry. During the last 3 years the UK subsidiary of this well established pan-European business has seen particularly impressive growth.

A crucial part of this growth is the appointment of a Financial Controller to manage and develop the full finance function within the UK company. Working at senior level in the organisation, your key objective will be to provide the Directors with timely and accurate management information, whilst taking day to day responsibility for cash flow management, credit control and liaison with professional advisers.

It is likely that you are a qualified accountant, able to demonstrate the highest levels of technical competence and commitment and you will be looking to develop beyond the immediate scope of the role.

In the first instance please contact Helen Isaac or Chris Denington at Grant Thornton, International House, 7 High Street, Ealing W5 5DB (Tel: 081 566 5900). Ref: 1031

Grant Thornton
MANAGEMENT CONSULTANTS
The UK member firm of Grant Thornton International

Internal Auditor

for the Royal National Theatre and South Bank Centre

Fee £30,000 per annum

Two of Europe's leading arts organisations, the Royal National Theatre and the South Bank Centre (which includes the Royal Festival Hall and Hayward Gallery) are now seeking to engage an Internal Auditor on a shared and full time basis.

This is a new engagement and the successful applicant will provide services under contract and should be able to work from home. An annual fee of £30,000 will be paid and the contract will be renewable every 3 years. Although the roles required by the two organisations will vary to some extent, the auditor will be chiefly involved in assessing systems procedures and working practices to ensure their effectiveness and efficiency and recommend improvements when appropriate.

Candidates must be members of one of the main Accountancy Bodies and have at least 3 years' post-qualification audit experience encompassing an appreciation of internal audit work. A high degree of computer literacy, including good spreadsheet experience, is also essential. Membership of the Institute of Internal Auditors would be an advantage.

Please submit a full curriculum vitae and covering letter in support of your application, to Maria Hatton, Personnel Department, South Bank Centre, Royal Festival Hall, London SE1 8XX. Closing date for return of applications: Thursday 16th September. Interviews will be held on Tuesday 28th September 1993.

The South Bank Board welcomes applications from all sections of the Community regardless of race, colour, ethnic or national origin, age, marital status, sex, sexual orientation, disability or religious beliefs.

The World's No.1 Centre for the Arts



European Bank
for Reconstruction and Development

Based in London, our team of top level, dedicated, experienced bankers needs a:

LOAN ADMINISTRATOR WITH LETTERS OF CREDIT EXPERIENCE

Graduate with minimum 2-3 years experience.

Thorough knowledge of Letters of Credit and associated documents.

Good knowledge of legal documents, banking procedures and accounting principles.

Commercial understanding and preferably background in Development Banking.

To apply, please write quoting reference number ORU714/FT to: Personnel Department, European Bank for Reconstruction and Development, 1 Exchange Square, London EC2A 2EH.

Please help us by not telephoning. All applications will be acknowledged.

FINANCIAL CONTROLLER • ESSEX/KENT
A NEW DIMENSION IN BROADCAST, VOICE AND DATA COMMUNICATIONS • £200 MILLION INVESTMENT • SOON TO BE SERVING 400,000 HOMES AND BUSINESSES

Telecommunications is the future. Your future...

United Artists Estuaries project is one of today's most exciting communications opportunities. Covering South Essex and the Medway area in Kent, it is our next key area for cable systems development. We are now looking for a proven professional to fulfil a vital role in our senior management team.

Financial Controller

c.£35k • Basildon, Essex

Working with the Managing Director, your brief will be to control, coordinate and plan the financial performance of the whole operation. You will have overall responsibility for:

- The monitoring of assets and business performance to budget. This will include inventory, facilities, cash and accounts receivable.
- Supervision of month end accounts for reporting to Group headquarters.
- Responsibility for MIS, the customer database and billing functions.

As the person most able to understand management information, you will have a key role in influencing the priorities of the business. You must, therefore, have the intellectual rigour to spot the trends that, when acted upon, will ensure the business is properly controlled.

To succeed you must therefore be:

- Experienced in a role responsible for the financial performance of a business unit.
- Graduate qualified to ACA or CIMA.
- Strongly results orientated.
- An energetic and dynamic manager with the confidence and interpersonal skills to influence business performance.

To apply send a CV, quoting reference SF/FC, to: Stephen Finley, MERCURY URVAL, Spencer House, 29 Grove Hill Road, Harrow, Middx. HA1 3BN.

UNITED ARTISTS

Derivative Product Specialist

A leading London based fixed income arbitrageur seeks a qualified financial accountant to assist with systems design, risk control and portfolio valuation. The ideal applicant will have experience with a wide variety of financial and derivative products including repurchase (and reverse) agreements, swaps, etc. options and exchange traded futures. This person will be highly motivated with a strong work ethic capable of working directly with proprietary traders. A minimum of three years work experience in financial accountancy, preferably in a leading investment bank is required. Computer literacy is a must, with knowledge of software packages such as Excel and Paradox strongly favoured. In addition to excellent compensation and career opportunities, this position presents the opportunity to work in a very positive and privileged work environment. If you meet these specific requirements and are ready for a challenge please send cv, to:

Vairocana
27 St. James's Place
London SW1A 1NR

KPMG Peat Marwick

Financial Services Consulting

KPMG are going through a period of sustained growth as they successfully capitalise on strong and broadly based financial services clients.

We are seeking committed individuals with high energy levels with a successful background in either consultancy or the financial services industry.

Experience in internal consultancy, product accounting, operational management, strategy, information systems or business process re-engineering would be preferred.

If you have a minimum of three years relevant financial services experience, are a graduate qualified accountant and looking for a real opportunity to create your own career path, please send your CV, quoting ref FT119 to The Whale or call him on the number below (or on 0836-798884 evenings/weekends).

Barry Latchford Associates
10 Sedley Place, Mayfair, London W1R 1HG

Tel: 071-629 7594
Fax: 071 495 1153

CANNING GROUP
SPECIALITY CHEMICALS
ELECTRONIC COMPONENTS
DISTRIBUTION
Quality Technology Service
W. Canning plc, St. Paul's Square, Birmingham B3 1QR
021 223 8124



FINANCIAL TIMES COMPANIES & MARKETS

Friday September 10 1993

DAROME Teleconferencing
Great meetings
are just a phone call away!
0800 10 16 10

INSIDE

RTZ rises 15% despite prices fall

RTZ, the world's biggest mining company reported a 15 per cent increase in mid-year, pre-tax profits to £339m (\$525m), in spite of an average 11.5 per cent fall in metals prices. Mr Bob Wilson, chief executive, said the results had benefited by £50m from exchange rates. Page 24

Belgium to clear Fortis

The Belgian government is likely to clear the way today for Fortis, the Dutch-Belgian financial services group, to buy a majority stake in ASLK-CGER, the state-owned savings and insurance group. Page 20

BT in Spanish surprise

British Telecommunications is poised to break into the internal Spanish data transmission market, loosening the grip on the sector held by Telefonica. The Spanish government controlled group, through a surprise agreement with Banco Santander, the big domestic financial institution. Page 20

Campbell hits record

Campbell Soup, the US food products group, said yesterday it had achieved record earnings and sales in the fourth quarter. Page 21

Japan Tobacco on the move

Japan Tobacco, the government owned tobacco company set for privatisation early next year, is actively investing in new projects and introducing cigarette brands ahead of the flotation. Page 22

Austrian market leaps to life

The Austrian new issue market, long moribund because of deeply depressed share prices, has found a new lease of life in the past few weeks. Page 23

Downbeat at Booker

Booker, the UK food distribution and agribusiness group, was downbeat about its outlook for the second half as it announced a slight fall in interim profits. Page 26

Watchdog bites at British Gas

British Gas's results showed a fall in operating profit from UK gas supply from £909m (\$1.2bn) to £742m because of the regulatory squeeze on margins and the Office of Fair Trading requirement that British Gas divest itself of a major portion of the industrial market. Page 27

Beefing up animal feed

The business of feeding UK livestock is becoming increasingly sophisticated, which is one reason for the growing concentration of the compound animal feed market in the hands of national producers. The latest move came last week. Page 29

New indices

Since the 1987 London stock market crash, there have been striking differences in the share price movements of the biggest companies and their medium- and smaller-sized rivals. This is highlighted by new Large Cap and Medium-Small Cap series calculated from this week as part of the FT-Actuaries world indices. Back Page

Market Statistics

Base leading rates	38	London share service	31-33
Benchmark Govt bonds	23	11 equity options	23
FT-A index	27	11 London trade options	23
FT-A world index	23	Managed fund service	34-38
FT bond interest index	23	Money markets	23
FT-S&P 1st bond ind	23	New int. bond issues	23
Financial futures	28	World commodity prices	28
Foreign exchanges	38	World stock mkt indices	38
London recent issues	23	UK dividends announced	24

Companies in this issue

A&W Brands	19	Hagemeyer	27
ATX	21	Hall Engineering	27
Albany Investment	27	Japan Tobacco	22
Anglovaal	21	Katco	21
Arjo Wiggins	25	Kingfisher	21
Austin Reed	27	Leung (John)	25
BNP	21, 20	Mandara	25
BTR	21, 27, 21, 20	Matsushita Electric	14
Bullseye Nedam	21, 20	Mercedes-Benz	21
Blue Circle Inds	31	Mitsubishi Corp.	22
Bols Weissenau	21, 20	NFC	25
Booker	26	Nestlé	21
Burley Invest.	22	Neway & Eyre	27
British Gas	27	News Corp.	22
CS First Boston	21	Nissan	25
Cadbury Schweppes	31, 21	Perry Group	25
Camco	21	RMC Group	21
Campbell Soup	21	Radland	21
Canon	21	Rockwell Intl	27
Costa Vytella	21	Roper	21
Coles Myers	22	Rotmans Int	22
Courtauld	31	SA	22
Credit Lyonnais	22	Sharp	14
Davies (DY)	28	SmithKline Beecham	21
Dow Corning	21	South China Post	27
Eastman Kodak	21, 20	Sumit	25
Ernst-Gottsch	21, 20	Swallowfield	25
Friendly Hotels	21	TAN	25
Glaxo	31, 18	Telcelonica	21, 20
Globelex	20	Total	21, 20
Gowling	28	UCB	21, 20
Great Southern	27	Uranerz	21
Great Universal Stores	31	Woodchester Inv	27

Chief price changes yesterday

FRANKFURT (DM)

Alco	784	+ 28	Accor	623	- 17
Alcoa Int'l	885	+ 35	Bayer	887	- 22
Basf	348.5	- 6	Boehr	1248	- 57
Schering	927	- 28.5	Bayer AG	1958	- 68
Schott AG	350	- 15	Legand	4625	- 289

NEW YORK (\$)

Chemical Bank	424	+ 17	Dial Inc	1500	+ 80
Glaxo	1814	+ 14	Eastman	548	- 17
Glaxo ADR	644	+ 14	Eastman	548	- 17
JP Morgan	775	+ 2	Eastman	548	- 17
US	1404	+ 24	Eastman	548	- 17
US	135	+ 4	Eastman	548	- 17

PARIS (FF)

Glaxo	3184	+ 72	Eastman	548	- 17
-------	------	------	---------	-----	------

New York prices at 12.30pm.

LONDON (pence)

Alco	18	+ 14	Eastman	548	- 17
Alcoa	284	+ 14	Eastman	548	- 17
Alcoa Int'l	2353	+ 67	Eastman	548	- 17
Basf	1252	+ 11	Eastman	548	- 17
Basf AG	2158	+ 55	Eastman	548	- 17
Glaxo	628	+ 15	Eastman	548	- 17
Glaxo ADR	407	+ 15	Eastman	548	- 17
JP Morgan	774	+ 22	Eastman	548	- 17
US	1404	+ 24	Eastman	548	- 17
US	135	+ 4	Eastman	548	- 17

Glaxo increases dividend by 29%

By Paul Abrahams in London

GLAXO, Europe's largest pharmaceuticals group, yesterday reported a 17 per cent rise in pre-tax profits for the year to June 30, up from £1.42bn to £1.67bn. The results were helped by robust performances from Zantac, the world's best-selling medicine, and recently introduced products. Advantageous exchange rates contributed to the improvement. The Glaxo board surprised the market with a 29 per cent dividend increase. It proposed a final dividend of 15p, making a total of 22p (against 17p) for the year.

Glaxo's shares rose 27p to 828p. Glaxo's cash mountain continued to grow. Liquid funds available for investment increased from £1.332bn to £1.815bn. However, Mr John Coombe, finance director, said that in view of the uncertain conditions in the healthcare environment, the company was not in a hurry to spend. Dr Richard Sykes, chief executive, said doubts remained over the future of Zantac, sales of which rose 30 per cent to £2.17bn. At constant exchange rates, the growth was 11 per cent. The drugs' patents are being challenged and it faces increasing competition.

Dr Sykes said he did not expect US healthcare reforms to have a significant impact on Glaxo's business. The company generated more than \$3bn (£1.9bn) in the US. Nearly half of that was already through the managed care system that President Bill Clinton was hoping to encourage, Dr Sykes said. Expenditure on research and development increased 24 per cent to £738m, making the group the world's largest spender on drugs R&D. The company said it expected R&D spending to increase to £850m in the coming year.

Capital expenditure was £550m, up 15 per cent. It had probably peaked, Dr Sykes said. Group turnover increased 20 per cent from £4bn to £4.9bn and operating profits were up 18 per cent from £1.28bn to £1.62bn. At constant exchange rates, they rose 11 per cent and 12 per cent respectively. Earnings per share increased 16 per cent from 34.3p to 39.9p. Earnings per American Depository Receipt increased 7 per cent from \$1.21 to \$1.29. Background, Page 24 Lex, Page 16

Richard Waters reports on buildings being unloaded for funds seeking higher yields

Investors pause at the door of US property

After three years of stagnation, liquidity is seeping back into the US commercial property market. The soaring prices - and falling yields - in equity and bond markets are driving some investors into property in search of higher returns. And with banks and insurance companies still weighed down by their property lending binges of the late-1980s, there is a big overhang of assets for sale.

Two transactions point to the growing level of activity. On Wednesday, the Quantum Realty Fund, a property investment vehicle set up earlier this year by the financier George Soros, paid \$64m for a portfolio of troubled property assets from Travelers, the US insurance company. Even after the sale, Travelers has \$4.3bn of underperforming commercial mortgage loans and properties acquired through loan foreclosures.

Like other big insurers, including Prudential Insurance, it is still looking at ways of unloading properties in bulk. Selling underperforming assets allows the insurers to reinvest money in areas which offer a higher current return. Also, risk-based capital rules for insurers that are to come into force soon will make property investments less attractive. Mr Bob Crispin, Travelers' chief investment officer, estimates that property will attract a 10 to 15 per cent capital charge, compared with the 1 to 2 per cent charge on corporate bonds.

The Soros fund had nearly pulled off another big transaction a month before, offering \$161m in a sealed-bid auction for an office block near Manhattan's Times Square. The property later went to the investment bank Morgan Stanley, which bid \$176m and plans to use the building as its new headquarters. The competitive bidding cheered a market long starved of such public indications of demand for office property.

Like insurers, banks are also eager to shed underperforming property assets which are weighing down their balance sheets. Also, strong profits in recent quarters have enabled them to build up solid provisions against troubled property assets, making it easier to dispose of the assets. While these two deals have caught the headlines, there is more evidence to suggest that activity in the commercial property market is picking up.

Travelers reports strong interest from pension funds looking to acquire property assets. With pension funds increasing their involvement in sub-investment grade bonds, emerging stock markets and Latin American debt, it perhaps isn't surprising to see them returning to property as well. However, the decline in property prices has undermined the view of property as a stable asset offering a high rate of return, forcing many pension funds to re-evaluate the attractions of property, said Mr David Kestlin, an analyst at Salomon Brothers.

Other securitisations of property have also picked up this year. Total sales of new commercial property-backed securities were running at around \$1.5bn a month in the first six months of this year, up from \$1bn a month last year. The Resolution Trust Corporation, established to take on and dispose of assets of troubled thrifts, accounted for only a quarter of these sales, compared with more than a half during 1992. Its shrinking involvement has left more room for private sector entities such as banks and insurers to dispose of assets.

The yield premiums available on commercial mortgage-backed debt accounts for much of the demand. A 10-year, double-A rated bond currently trades at a yield of around 200 basis points (or two percentage points) above US Treasuries. The yield premium on a comparable good-quality corporate bond is only 70-80 basis points. The demand is likely to generate more commercial property-backed securities. The Quantum Fund plans to issue bonds to finance some \$350m of its Travelers purchase, and may also put some of the assets into a REIT, which would then be floated. Prudential Insurance, which has hired Morgan Stanley to explore the attractions of a bulk sale of as much as \$700m of its properties, says it is also considering shifting assets into a REIT.

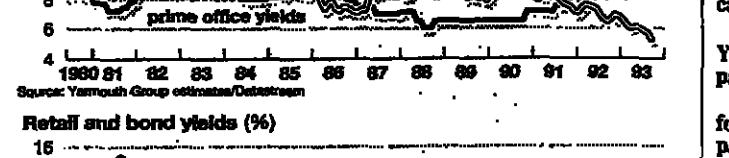
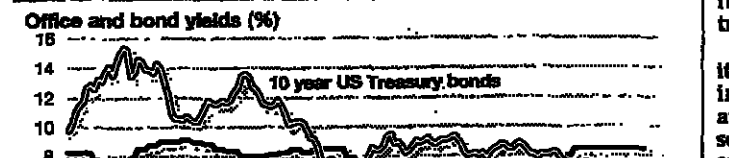
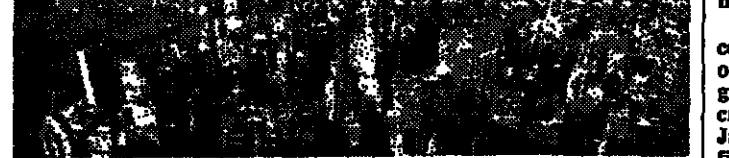
In spite of the increased activity, there is little to suggest that property values are heading up again. A commercial property market index run by consultants Frank Russell and the NCREIF, based on appraised market values, showed a total return of zero for the first six months of this year: the income generated by properties in the index was wiped out by further capital write-downs. This was at least an improvement after eight consecutive quarters in which the total return had been negative.

Prices are likely to recover only when demand for vacant office, retail and industrial space falls and rental income picks up. That will happen when economic activity accelerates and companies take on more space to house growing workforces. Last week's disappointing US employment data for August offered little hope that America is returning to work yet.

Prices are likely to recover only when demand for vacant office, retail and industrial space falls and rental income picks up. That will happen when economic activity accelerates and companies take on more space to house growing workforces. Last week's disappointing US employment data for August offered little hope that America is returning to work yet.

Prices are likely to recover only when demand for vacant office, retail and industrial space falls and rental income picks up. That will happen when economic activity accelerates and companies take on more space to house growing workforces. Last week's disappointing US employment data for August offered little hope that America is returning to work yet.

US property sector recovers



Source: Russell-NCREIF and Salomon Brothers Inc.

Cadbury Schweppes rises 32% and makes £324m rights

By Guy de Jonquieres, Consumer Industries Editor

CADBURY Schweppes, the confectionery and soft drinks company, yesterday launched a £324m (£498m) rights issue priced at 400p per share after reporting a 32 per cent rise in pre-tax profits to £166.2m in the first half. Most of the proceeds of the 1-for-9 issue are intended to fund a \$334m agreed takeover of A&W Brands, the largest US producer of root beer, also announced yesterday.

The rights issue, of 82.8m ordinary shares, is not conditional on completion of the A&W purchase. Hoare Govett is stockbroker to the issue, which has been fully underwritten by Kleinwort Benson. Cadbury's shares closed yesterday unchanged at 470p. The latest pre-tax profits, for the six months to June 19, compare with £126.9m last year and reflected strong improvements in all regions except continental Europe. Sales increased 16 per cent to £1.7bn, while group trading margin rose to 10 per cent from 9.6 per cent.

Mr Dominic Cadbury, chairman, described the performance as excellent. Though continental markets remain depressed, he was confident this year would show "significant progress". UK trading profit rose 29 per cent to £79m. In continental Europe, trading profit halved to £10m, though soft drinks performed better in France. In the Americas, trading profit rose 66 per cent to £40m on gains by beverages and the first full year contribution from Aguas Minerales in Mexico. Pacific Rim trading profits rose 24 per cent to £31.3m. Results from Africa rose 39 per cent to £24.5m.

Earnings grew to 12.4p per share (from 10.26p) and the interim dividend is raised to 3.6p from 3.3p. Lex, Page 16 Background, Page 25 London SE, Page 31

Acquisition of A&W, which had sales last year of £180.8m, would raise Cadbury's share of the US soft drinks market by almost two-thirds to 5.6 per cent. The proposed deal follows Cadbury's purchase last month of a further 20 per cent of Dr Pepper, the third largest US soft drinks producer. Cadbury said it was also negotiating the acquisition of an unnamed confectionery business with sales last year of about £55m and net tangible assets of £20m.

The rights issue, of 82.8m ordinary shares, is not conditional on completion of the A&W purchase. Hoare Govett is stockbroker to the issue, which has been fully underwritten by Kleinwort Benson. Cadbury's shares closed yesterday unchanged at 470p. The latest pre-tax profits, for the six months to June 19, compare with £126.9m last year and reflected strong improvements in all regions except continental Europe. Sales increased 16 per cent to £1.7bn, while group trading margin rose to 10 per cent from 9.6 per cent.

Mr Dominic Cadbury, chairman, described the performance as excellent. Though continental markets remain depressed, he was confident this year would show "significant progress". UK trading profit rose 29 per cent to £79m. In continental Europe, trading profit halved to £10m, though soft drinks performed better in France. In the Americas, trading profit rose 66 per cent to £40m on gains by beverages and the first full year contribution from Aguas Minerales in Mexico. Pacific Rim trading profits rose 24 per cent to £31.3m. Results from Africa rose 39 per cent to £24.5m.

Earnings grew to 12.4p per share (from 10.26p) and the interim dividend is raised to 3.6p from 3.3p. Lex, Page 16 Background, Page 25 London SE, Page 31

CBOT to reconsider bund future

By Tracy Corrigan in Birsingenstock, Switzerland

THE CHICAGO Board of Trade, one of the partners in Globex, the global electronic trading system, is prepared to reconsider its position on retaining sole rights to trade bund futures on the system, CBOT chairman Mr Pat Arbor said yesterday. Last month, the London International Financial Futures and Options Exchange (Liffe) pulled out of negotiations to join Globex when the CBOT insisted on its exclusive rights. Reuter and the Chicago Mercantile Exchange, the CBOT's two Globex partners, subsequently blamed the CBOT for Liffe's withdrawal.

Association's annual meeting in Birsingenstock, Switzerland: "You might view this as an invitation to reopen negotiations." However, he also insisted that there had been no fundamental change in the CBOT's position and emphasised that two other issues - the governance of Globex and the length of any contract between Globex and Liffe - would have to be resolved first. On this matter there seems to be a difference of opinion between Mr Arbor and Mr Jack Sandner, chairman of both the CME and Globex. Mr Sandner said the main stumbling block to an agreement with Liffe was the bund contract issue. Liffe officials have expressed the same view, saying that progress has been made on the other issues.

Mr Arbor said the length of Liffe's commitment was a crucial issue. France's Matif, the only exchange to have joined Globex since its launch over a year ago, agreed to a 12½-year commitment, while Liffe was asking for just a 1½-year contract, he said. Nevertheless, Mr Arbor seemed to be adopting a more positive stance, saying "it's my feeling that we would be favourably disposed to giving up exclusivity" if the other issues were resolved. The bund future is Liffe's second most actively traded contract but is not yet listed on the CBOT. Globex officials said there were currently no negotiations with other exchanges, although they hoped to hold discussions with Japanese exchanges once Globex terminals were in place in Japan.

Mr Arbor said the length of Liffe's commitment was a crucial issue. France's Matif, the only exchange to have joined Globex since its launch over a year ago, agreed to a 12½-year commitment, while Liffe was asking for just a 1½-year contract, he said. Nevertheless, Mr Arbor seemed to be adopting a more positive stance, saying "it's my feeling that we would be favourably disposed to giving up exclusivity" if the other issues were resolved. The bund future is Liffe's second most actively traded contract but is not yet listed on the CBOT. Globex officials said there were currently no negotiations with other exchanges, although they hoped to hold discussions with Japanese exchanges once Globex terminals were in place in Japan.

Nissan may sell stock to offset loss

By Michio Nakamoto in Tokyo

NISSAN, Japan's second largest carmaker, may sell shareholdings in an attempt to offset portfolio losses it is likely to have made in the six months ending this month. The move, which is highly unusual for a Japanese company, reflects the pressures Nissan faces from a sharp downturn in the Japanese car market, which fell nearly 7 per cent in the first half of this year.

If implemented, the sell-off could prompt similar action by other companies and lead to a general unravelling of the web of cross-shareholdings that link Japan's corporate giants with financial institutions, subcontractors and group companies.

Nissan is considering selling its stakes in large banks and life insurance companies in an attempt to cover the losses of some ¥40bn (\$377m) it has forecast for the first half of 1993-94. Its stock holdings amount to ¥391.4bn at book value, the company said.

While it is common practice for Japanese companies to sell part of their cross-shareholdings to realise profits at the end of the year, they normally buy them back right away.

In a first-ever move for the company, however, Nissan will not buy back the shares it sells at the end of the fiscal year. Nissan also said it is likely to sell part of its property holdings.

With the sharp appreciation of the yen, and the increasing possibility that the Japanese economy will remain sluggish for some time, Nissan is uncertain how much of that ¥40bn it will be able to recoup in the second half of 1993-94.

The Japanese car industry is bracing itself for a third year of falling demand. Exports have suffered both under the impact of the high yen, which has forced carmakers to raise prices in the competitive US market, and the recession in Europe. Meanwhile, the yen's rise has squeezed profits from overseas sales.

Mr Yoshifumi Tsuji, Nissan's president, said last month that economic weakness and the yen's rise had forced the company to cut production plans.

Nissan has already launched a restructuring programme aimed at cutting ¥200bn in costs by the end of March 1994. Earlier this year it announced plans to close a car plant in Zama, on the outskirts of Tokyo.

These securities have not been registered under the Securities Act of 1933 and may not be offered or sold in the United States except in accordance with the rules and regulations applicable thereto. These securities having been sold, this announcement appears as a matter of record only.

US\$77,199,985

SCP

1,954,430 Ordinary Shares

Sociedad Comercial del Plata S.A.
(Incorporated in the Republic of Argentina)

New issue by way of rights
and
international offering

N M Rothschild & Sons Limited

Smith New Court Securities Limited

Boston Investment Group Banco de Galicia y Buenos Aires S.A.

Swiss Bank Corporation

Banque Paribas Credit Lyonnais

Nomura International plc Salomon Brothers International Limited

August 1993

INTERNATIONAL COMPANIES AND FINANCE

BTR cautious on UK recovery

By Andrew Bolger

SHARES IN BTR lost 17 1/2p to 381 1/2p yesterday after the UK industrial conglomerate expressed caution about the strength of its markets in the second half of the year.

The shares fell even though BTR announced a 10 per cent increase in pre-tax profits, a disposal worth up to £165m (\$254.1m) and an enhanced scrip dividend.

Mr Alan Jackson, BTR chief executive, said: "Despite the pronouncements of governments and economic forecasters, the outlook remains uncertain for any economic recovery in the second half."

BTR said evidence that the

UK recovery was translating into significant increases in profitability was still inconclusive. The recovery in the US, so marked in the last quarter of 1992, had not maintained the same momentum in the first half of this year, although a number of subsidiaries had improved their performance.

Some of its businesses had been severely affected by the rapid deterioration of the leading European economies in the first half - particularly those serving the German automotive industry. Even with the loosening of the exchange rate mechanism, recession in continental Europe would remain a sensitivity issue in 1994.

BTR's pre-tax profits

increased to \$802m from \$548m in the six months to June 30. Sales were 13 per cent higher at \$4.87bn. Earnings fell to \$1.61m from 79 per cent.

The group said the results demonstrated its ability to prosper in unfavourable trading conditions. Robust performance from other parts of the world had helped compensate for difficulties in Europe. Profits continued to improve from Hawker Siddeley, the engineering group BTR bought for £1.55bn at the end of 1991.

The group has agreed to sell Newey & Eyre Group, a Birmingham-based electrical distribution group, for up to £185m to Hagemeyer, a Dutch-based trading house.

Newey & Eyre, which has 200 branches and 2,800 employees in the UK and Ireland, had sales of £365m in 1992 and net assets of £50m. Initial payment will be £110m, with provision for up to £55m more, depending on performance targets in 1994 and 1995.

Fully diluted earnings per share rose by 4 per cent to 10.5p from 10.1p. The declared interim dividend was increased by 6.5 per cent to 4.95p from 4.65p. BTR is offering an enhanced scrip alternative worth 7.425p, a 50 per cent cash alternative of 7.276p.

Disposal details, Page 27; Lex, Page 18

Long-term investors to get 30% of BNP

By Alice Rawsthorn in Paris

THE FRENCH government plans to reserve 30 per cent of the shares in Banque Nationale de Paris, one of France's largest banks, for long-term investors when the bank is privatised later this month.

Union des Assurances de Paris, the powerful insurance group which is scheduled for sale to the public later in the privatisation drive, will take around 15 per cent of BNP's equity. UAP presently holds 10 per cent of BNP which, in turn, plans to take a 20 per cent stake in the insurer after its privatisation.

A number of other long-term investors, or *longueurs durs*, shareholders, will take smaller minority stakes of between 0.5 per cent and 2.5 per cent. These investors will have to agree to hold their stakes for at least three years.

The French government has long made it clear that it plans to encourage long-term shareholders to participate in the privatisation programme, thereby helping to protect the former state-controlled companies from the rigours of the private sector.

The *longueurs durs* are intended to form strategic alliances with the privatised companies and to ward off the threat of hostile takeovers. Société Générale, another French bank, mobilised its *longueurs durs* to protect it against a late 1980s raid by Mr Georges Péberean, the French financier who is the brother of Mr Michel Péberean, the BNP chairman.

BNP, one of the biggest banks in Europe which recently disclosed net profits of FF552m (\$97m) on net banking income of FF21.23bn for the first half of this year, will be the first candidate for sale in the current French government's privatisation drive.

The structure of the BNP issue should offer an important indication as to the government's approach to future share sales. The final details of the issue are expected to be announced before the end of this month.

Brussels set to clear ASLK-CGER acquisition

By Andrew Hill in Brussels

THE BELGIAN government is likely to clear the way today for Fortis, the Dutch-Belgian financial services group, to buy a majority stake in ASLK-CGER, the state-owned savings and insurance group.

The government hopes to raise BF35bn (\$592m) with the sale of shares in ASLK-CGER, which has a national network of banking and insurance branches. It is the first candidate for sale in a four-year privatisation programme which will help cut Belgium's large budget deficit.

At their regular cabinet meeting today, ministers expected to approve the change in legislation which will allow Fortis to acquire a majority of the group.

A finance ministry spokes-

woman said Fortis was likely to buy the shares in a number of tranches, but would reveal neither the price - which is still under negotiation - nor the timetable.

Meanwhile, Fortis, which groups the activities of AG of Belgium and Amey of the Netherlands, reported a 20 per cent rise in first-half net profit to Ecu226.7m (\$184m), compared with Ecu183.5m in the same period of 1992.

Total revenues grew by 10 per cent, from Ecu4.28bn to Ecu4.7bn, on strong increases in income from life insurance and banking, particularly in the Netherlands. Fortis said it expected operating results and net profits for the whole of 1993 to surpass the 1992 figure.

The company also benefited from a strong increase in capital gains - from Ecu50.6m to

Ecu93.8m - boosted by profits from the sale of most of its 14.7 per cent stake in Générale de Banque, Belgium's largest bank. That sale, and a number of smaller disposals, have left Fortis well placed to buy into ASLK-CGER.

Fortis was reluctant yesterday about the ASLK-CGER deal. A spokeswoman pointed out that since the end of July the Dutch-Belgian company has had exclusive rights to negotiate with the savings bank. That privilege lasts until October 15.

Générale de Banque complained earlier this week that the Belgian government had missed a great opportunity to regenerate interest in the Brussels bourse by rejecting its proposal to make a public offer of shares in ASLK-CGER.

Enso to dispose of Italian unit

By Christopher Brown-Humes in Stockholm

ENSO-GUTZIT, the Finnish pulp and paper group, has agreed to sell an 81 per cent stake in its Italian-based packaging company Tambor CCC to the Dutch group Esswell Packaging.

Enso declined to reveal the terms of the deal but it said that the sale of the loss-making operation would not affect its 1993 results.

The company only acquired the subsidiary in April this year, as part of its purchase of Tampella Forest and Tambor Europe.

Tambor CCC operates three paperboard mills and three corrugated box plants in Italy, with net 1992 sales amounting to FM400m (\$59.8m).

Enso said that it wished to sell the unit because it did not fit geographically with its other corrugated box manufacturing operations in Sweden and Finland.

The company is to retain a 19 per cent stake in the subsidiary to reflect its role as a leading raw material supplier to the European corrugating industry.

Esswell Packaging is the holding company for a privately-owned group of corrugated box companies in Spain, France, the Netherlands and Germany.

BT in plan to buy into Megared

By Tom Burns in Madrid

BRITISH Telecommunications is poised to break into the internal Spanish data transmission market, loosening the grip on the sector held by Telefonica, the Spanish government-controlled company.

Through a surprise agreement with Banco Santander, the big domestic financial institution, the British telecoms group, which opened a representative office in Spain four years ago, is negotiating the acquisition of up to 50 per cent of Megared, a potentially powerful data transmission company created by Santander in 1988 to serve the banking group's extensive

network. Megared has been under-utilised and is seeking to build up its business through attracting outside clients.

An agreement on the acquisition is expected as early as next week and it will include the allocation of licences to operate privately-owned data transmission companies within Spain which have been promised by the government in October.

The negotiations were fuelled by the government decision last June to deregulate data transmission services to meet the EC directives on the liberalisation of telecommunications. Santander's Megared and BT had indepen-

dently applied for licences and the decision to unite in a joint venture was viewed by analysts as a highly convenient marriage of interests.

In a second deregulation phase, timed for January, the government is set to award licences to operate cellular telephones.

Under the liberalisation plans, up to 15 per cent of Telefonica's revenues are expected to face competition. Although voice transmission will remain in Telefonica's domain for the foreseeable future, the deregulation will affect the high growth and high margin areas of the telecommunications sector.

BAe offshoot in merger talks

By Ronald van de Krol in Amsterdam

BALLAST Nedam, the Dutch construction subsidiary of British Aerospace, is holding talks with Boskalis, another large Dutch construction company, to explore possible forms of co-operation, including a merger.

The companies said the talks, which have been going on for several weeks, are taking place in consultation with BAe.

A spokesman for Boskalis said it was too early to say what the conclusions of the talks might be. However, he

added that potential co-operation could be far-reaching, with a merger among the possibilities.

The companies will not comment on the progress of the talks until they are completed.

Ballast Nedam's future has been uncertain for some time, partly because of BAe's own restructuring. In December, Ballast Nedam chairman, Mr Willem Meyer, resigned after BAe decided against having off the company through either a buy-out or a hostile takeover.

Ballast Nedam, with annual turnover of Fl2.2bn (\$1.2bn), and Boskalis, with turnover of

nearly Fl1bn, described themselves as companies which "potentially complement and strengthen each other's market position".

Boskalis, a leading international dredging company and a specialist in marine construction, generates 80 per cent of its business outside the Netherlands. Ballast Nedam, traditionally strong in the Middle East, does about half of its business overseas.

Ballast Nedam's expertise in the Middle East - it built the causeway linking Saudi Arabia and Bahrain - was the main reason why BAe acquired the company in 1987.

NOTICE OF (1) ENTRY OF CONFIRMATION ORDER, (2) PLAN OF REORGANIZATION BECOMING EFFECTIVE, AND (3) PROCEDURE FOR RECEIPT OF DISTRIBUTIONS BY HOLDERS OF BEARER SECURITIES

NOTICE IS HEREBY GIVEN THAT:

On May 27, 1993, the United States Bankruptcy Court for the Southern District of New York entered an order confirming the LTV Second Modified Joint Plan of Reorganization dated February 28, 1993, as amended (the "Plan"), filed by The LTV Corporation ("LTV") and sixty-six affiliates. On June 28, 1993, the Plan became effective. Holders of the following bearer securities are entitled to a distribution under the Plan. Surrender of the bearer securities is a required precondition to receipt of the holder's distribution under the Plan. Society National Bank (the "Distribution Agent") has been designated as the agent to exchange the following outstanding bearer securities for the distribution provided by the Plan. To receive the appropriate distribution, holders of the following bearer securities must surrender the certificates for their securities to the Distribution Agent, together with a properly completed and signed Letter of Transmittal and all supporting documents required by the instructions thereto. Contact the Distribution Agent at (516) 733-6300 or at the following address for a copy of the Letter of Transmittal and instructions. All holders of registered securities by these or other issuers should have received Letters of Transmittal and instructions by mail.

Society National Bank
P.O. Box 93367
Cleveland, OH 44101-5367

Dated: September 10, 1993

The LTV Corporation

STEEEL GROUP	CLSP	DESCRIPTION	CLSP	DESCRIPTION
014765A1H	014765A1H	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES A	014765A1H	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES A
014765A2J	014765A2J	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES B	014765A2J	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES B
014765A3K	014765A3K	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES C	014765A3K	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES C
014765A4L	014765A4L	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES D	014765A4L	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES D
014765A5M	014765A5M	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES E	014765A5M	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES E
014765A6N	014765A6N	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES F	014765A6N	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES F
014765A7P	014765A7P	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES G	014765A7P	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES G
014765A8Q	014765A8Q	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES H	014765A8Q	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES H
014765A9R	014765A9R	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES I	014765A9R	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES I
014765A0S	014765A0S	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES J	014765A0S	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES J
014765A1T	014765A1T	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES K	014765A1T	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES K
014765A2U	014765A2U	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES L	014765A2U	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES L
014765A3V	014765A3V	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES M	014765A3V	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES M
014765A4W	014765A4W	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES N	014765A4W	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES N
014765A5X	014765A5X	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES O	014765A5X	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES O
014765A6Y	014765A6Y	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES P	014765A6Y	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES P
014765A7Z	014765A7Z	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Q	014765A7Z	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Q
014765A8A	014765A8A	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES R	014765A8A	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES R
014765A9B	014765A9B	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES S	014765A9B	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES S
014765A0C	014765A0C	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES T	014765A0C	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES T
014765A1D	014765A1D	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES U	014765A1D	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES U
014765A2E	014765A2E	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES V	014765A2E	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES V
014765A3F	014765A3F	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES W	014765A3F	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES W
014765A4G	014765A4G	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES X	014765A4G	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES X
014765A5H	014765A5H	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Y	014765A5H	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Y
014765A6I	014765A6I	1st STEEL CORPORATION FIRST MORTGAGE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Z	014765A6I	LEASE - BEAVER COUNTY BLDG. DEVL. AUTHORITY POLLUTION CONTROL, REVENUE BONDS SERIES 11 1/4% DUE 2005 & RELATED DEBT - BEAVER COUNTY IDA FCBS 1975 SERIES Z

NOTICE OF EARLY REDEMPTION
CEMEX, S.A.
(Incorporated with limited liability under the laws of the United Mexican States)
U.S.\$450,000,000
Euro-Medium Term Note Programme
unconditionally and irrevocably guaranteed by
TOLIMEX, S.A. DE C.V.
EMPRESAS POLTECA DE CEMENTO, S.A. DE C.V.
CEMENTO PORTLAND NACIONAL, S.A. DE C.V.
CEMENTOS MONTERREY, S.A. DE C.V.
CEMENTOS MEXICANOS, S.A. DE C.V.
GRUPO EMPRESARIAL MAYA, S.A. DE C.V.
CEMENTOS MAYA, S.A.
Issue of Series No. 003 comprising
U.S.\$50,000,000
11.7647 per cent. Notes due 1995
(10 per cent. net of Mexican withholding tax)
Cemex, S.A. (the "Issuer") hereby gives notice to the holders of its U.S.\$450,000,000 11.7647 per cent. Notes due 1995 (the "Notes") that all of the Notes will be redeemed on 12 October 1993 pursuant to Condition 7.03 (Optional Early Redemption) of the Terms and Conditions of the Notes at the price of 98.5591 per cent. of their principal amount.
PRINCIPAL PAYING AGENT
Citibank, N.A.
330 Strand
New York, NY 10043
REGISTRAR
Citibank, N.A.
111 Wall Street
New York, NY 10043
PAYING AGENT
Citibank (Luxembourg) S.A.
4 Avenue Marie-Thérèse
L-2132 Luxembourg
Luxembourg
CEMEX, S.A.
By Citibank, N.A., as Principal Paying Agent
Dated: 10 September 1993
CITIBANK

DOMUS MORTGAGE FINANCE NO 1 plc
\$100,000,000
Mortgage Backed Floating Rate Notes
due 2014
In accordance with the conditions of the Notes, notice is hereby given, that for the three month period 8 September 1993 to 8 December 1993 the Notes will carry a rate of interest of 6.35 per cent per annum with a coupon amount of \$1683.15.
CHEMICAL
An Agent Bank

Notice
to the holders of the outstanding
U.S. \$200,000,000 Floating Rate Notes Due 1997
of
REPAP ENTERPRISES INC.
Notice is hereby given to the holders of the above Notes that, at the Meeting of such holders convened by the Notice of Meeting published in the Financial Times and the Luxembourgian Wort on 8th August, 1993 and held at 10.30 a.m. (Luxembourg time) on 30th August, 1993, the Extraordinary Resolution set out in such Notice was duly passed. Accordingly the modifications to the Terms and Conditions of such Notes and the Trust Deed constituting them referred to in such Notice will be made by means of a Third Supplemental Trust Deed in the form of that referred to in the Notice.
REPAP ENTERPRISES INC.
10th September, 1993

To Advertise in the Business Opportunities Section
Please Call
Melaine Miles
on 071 873 4780

Prices for delivery of the above securities to the holders of the securities, as shown in the accompanying table, are based on the following assumptions: (1) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (2) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (3) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (4) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (5) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (6) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (7) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (8) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (9) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (10) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (11) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (12) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (13) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (14) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (15) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (16) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (17) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (18) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (19) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (20) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (21) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (22) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (23) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (24) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (25) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (26) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (27) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (28) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (29) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (30) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (31) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (32) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (33) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (34) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (35) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (36) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (37) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (38) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (39) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (40) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (41) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (42) The securities are delivered to the holders of the securities, as shown in the accompanying table, on the date of delivery. (43

CS First Boston fills top spot in senior reshuffle

By Patrick Harverson
in New York

CS FIRST BOSTON, the global investment banking group, has appointed Mr Allen Wheat to the post of president and chief operating officer vacated by Mr Archibald Cox. Mr Cox resigned after clashing with management over compensation levels for the firm's investment bankers.

Mr Wheat's appointment to the top job at CSFB was accompanied by several other management changes, and coincided with a decision to unify the firm's three geographic units - First Boston in New York, Credit Suisse-First Boston in Europe, and CS First Boston Pacific in Asia - under the single name of CS First Boston.

Mr Wheat, who will handle the day-to-day running of the firm and report to Mr John Hennessy, chief executive of CSFB, scotched speculation

among some industry analysts that his appointment meant CSFB was shifting the emphasis of its business away from investment banking and towards trading in the capital markets. This was based on Mr Wheat's recent handling of the firm's highly-profitable derivatives unit.

Mr Wheat and Mr Hennessy said yesterday CSFB would continue to devote equal energy to capital markets, underwriting and mergers and acquisitions.

The unification of the group under a single name, meanwhile, was not unexpected. It comes three months after CSFB reorganised its businesses along product, rather than geographic, lines. That move marked an acceptance by senior executives and CSFB's parent, the Swiss financial group CS Holding, that business rivalries and personality clashes between the New York, London and Tokyo units had

doomed the group's attempt to build a unique global investment banking franchise.

Tensions between the three units had contributed to the departure of Mr Wheat's predecessor, Mr Cox, who resigned in July after a string of top New York investment bankers left the firm over a row about compensation. The departed bankers were unhappy that their annual bonuses last year were low because of the poor performance of CSFB's European and Asian operations.

Mr Wheat said the firm's businesses in New York, London and Tokyo had all performed strongly so far this year. If the momentum was sustained, the improvement in earnings would be reflected in 1993 staff bonuses, he said.

Mr David Mulford, co-head of worldwide investment banking, and Mr Robert Diamond, head of fixed income and foreign exchange, were appointed vice-chairmen of CSFB.

Argentina pursues sale of privatised utilities

By John Barham
in Buenos Aires

ARGENTINA intends to begin a new round of flotations of privatised companies in November with the sale of its minority stakes in two Buenos Aires electricity generators.

Mr Daniel Marx, the government's top financial negotiator, said yesterday the sale of 30 per cent stakes in the Costanera and Central Puerto power stations should raise about \$100m for the government.

The announcement follows the successful \$3.04bn international flotation in June of 45 per cent of YPF, the state-owned oil company. Mr Marx said the electricity flotations would open the way for the sale next year of minority government stakes in the larger gas transport and distribution companies.

The sale of three Buenos Aires electricity distribution companies and other generators would come later.

Central Puerto, with 1,009MW capacity, and Costanera, a 1,280MW station, were privatised in April and May last year. Chilgenar of Chile paid \$2.2m for 60 per cent of Central Puerto, and Endesa, also of Chile, paid \$90.1m for 60 per cent of Costanera.

Mr Marx said the two were "extremely well-run and we think are mature and can be floated without any problem".

He said these companies, given their relatively small size, would be aimed mainly at local investors. The flotation would be handled by local banks. The remaining 10 per cent equity will be held by company employees in a share ownership scheme.

Next year the government plans to sell its minority stakes in 10 gas transport and distribution companies carved out of the former state-owned gas monopoly.

Gas del Estado was privatised last December in a \$3.99bn cash and debt-for-equity swap for stakes ranging from 60 to 90 per cent.

Mr Marx said the sale of government stakes in the electricity distribution companies would come last.

Perrier helps boost Nestlé sales

By Ian Rodger
in Zurich

NESTLÉ, the world's largest foods and mineral waters group, said its first-half net income rose 6 per cent, to Sfr1.25bn (\$383m), on sales of Sfr27.45bn, up 4.4 per cent.

In view of the recession in Europe and the devaluation of a number of European currencies, the result was "satisfactory," it said.

It also confirmed its forecast from July that sales volume

would pick up in the second half, and that profits for the year would show "a satisfactory rise".

Although volume in the first half grew 5.5 per cent, all but 1 per cent of it came from the acquisition of the Source Perrier mineral water business.

This "momentary" weak internal growth was attributed to lower consumer spending in Europe. Volume in North America was up slightly, and "very appreciably" in eastern Asia and Latin America.

Trading profit was up 4.9 per cent, to Sfr2.69bn.

Net financing costs jumped to Sfr434m in the first half, from Sfr307m in the comparable period, reflecting the cost of the Perrier acquisition.

Net borrowings rose to Sfr10.4bn at the end of the period, compared with Sfr8.9bn a year earlier, prior to the acquisition. However, in July, the group collected Sfr1.2bn in proceeds from its spring rights issue.

In its letter to shareholders,

Nestlé said the recent alarm in financial circles about the value of branded food products arising from the marketing problems of Marlboro cigarettes was unwarranted.

The company "remains convinced that the major brands guarantee a superior and a recognised quality, assured by a major commitment to research and development".

The group added that leading brands would therefore "continue to be a fundamental asset".

Blow to Lorenzo airline plan

By Martin Dickson
in New York

A JUDGE has dealt a serious blow to plans by Mr Frank Lorenzo, the controversial former head of Continental Airlines, to start up a new low-cost airline serving the US east coast.

The administrative law judge, charged with deciding Mr Lorenzo's fitness to run an airline, said that while his company, ATX, had the financial backing and management skills required, it lacked the "proper compliance disposition".

The judge's view, which could be overturned by the Department of Transportation, was welcomed by two airline unions, the Airline Pilots' Association and the International Association of Machinists, which have campaigned against Mr Lorenzo's return to the airline business.

Mr Lorenzo, who stepped down from active airline management in 1990, was the industry's most controversial figure in the 1980s. As head of Continental and Eastern Airlines he fought a succession of bitter battles with labour

unions. After his departure, Eastern Airlines went into liquidation and Continental into bankruptcy proceedings, from which it recently emerged.

The judge said ATX had shown a pattern of "disobeying orders and filing frivolous and vexatious pleadings" during his proceedings.

"It certainly cannot be trusted to comply with federal law regulating the transportation of passengers and cargo in scheduled air service," he said.

ATX said it was confident the decision would be overturned.

Asian deal for Canada mine groups

By Robert Gibbons
in Montreal

CAMECO and Uranerz, Canada's biggest uranium producers, have signed a joint 10-year marketing and technical development agreement with Kasep, the uranium producer controlled by the Republic of Kazakhstan.

As a first step, the Canadian companies will invest US\$3m in Kasep's uranium facilities to improve efficiency, safety and environmental performance. Acting as agents, they will help Kasep sell its uranium concentrates on long-term contract to world customers.

Kasep has considerable uranium ore and also extensive in situ leachable resources. Cameco produced 5,200 tonnes of uranium oxide last year, and German-owned Uranerz 2,600 tonnes.

Their mines are in northern Saskatchewan. Their capacity, plus Kasep's, represent 30 per cent of world production.

Cameco, now 51.5 per cent held by the public, is carrying out a feasibility study of the Kuntor gold deposit in Kyrgyzstan, another former Asian republic of the old Soviet Union.

Cominco reached agreement with 2,000 members of the United Steelworkers at its lead-zinc operations in Trail, British Columbia. It covers job flexibility and security, contracting out and job cuts through attrition.

Record term for Campbell Soup

By Frank McGurty
in New York

CAMPBELL Soup, the US food products group, said yesterday it had achieved record earnings and sales in the fourth quarter, buoyed by a strong contribution from overseas markets. Earnings and revenues for the full year also reached record levels for the fourth consecutive time.

The results highlight Campbell's recent efforts to reorganise its global operations, as well as its renewed emphasis on its core soup, biscuits and bakery businesses.

Net earnings in the quarter to August 1 were 11 per cent higher at \$122m, or 48 cents a share, up from \$109m, or 44 cents, in the corresponding period of 1992. Revenues in the period, which contained an additional week, rose 7 per cent from \$1.4bn to \$1.5bn.

Before the cumulative effect of accounting changes, earnings in the 1993 quarter were 15 per cent up.

For the full year, net earnings before special charges rose to \$74m, or \$2.28 a share, nearly 17 per cent higher than in the 1992 period.

Sales rose by a less robust 5

per cent from \$6.3bn to \$6.6bn.

Mr David Johnson, president and chief executive, attributed earnings growth to the 3 per cent global sales increase in the group's flagship soup business, coupled with a 31 per cent profit increase from its overseas businesses.

However, the results from non-US operations were exaggerated by the group's acquisition in February of a 58 per cent controlling stake in Arnott's, the Australian biscuits business, after a bitter takeover battle. Arnott's contribution was included in the third and fourth quarters.

Chief job likely to head Kodak agenda

By Martin Dickson

THE search for a new chief executive is expected to top the agenda today when the board of Eastman Kodak, the US photographic products group, holds a regular meeting.

Kodak has been looking for a new leader since August, when

it announced that Mr Kay Whitmore, the chairman, would be stepping down at the board's request.

Names touted on Wall Street as possible candidates include Mr John Sculley, chairman of Apple Computer; Mr Richard Braddock, a Kodak non-executive board member who is chief executive of Medco Contain-

ment Services; and Mr Phillip Samper, a former Kodak executive who left the company three years ago after losing out to Mr Whitmore for the chairman's job.

However, there are no signs that the company is close to a final decision, or has yet drawn up a definitive short-list of candidates.

Royal Dutch Petroleum Company
N.V. Koninklijke Nederlandse Petroleum Maatschappij
Established at The Hague, The Netherlands

Interim dividend 1993

The Supervisory Board and the Board of Management of Royal Dutch Petroleum Company have decided to pay an interim dividend in respect of the financial year 1993 of N.L. 3.70 on each of the ordinary shares with a par value of N.L. 5.

For holders of bearer certificates with coupons this interim dividend will be payable against surrender of coupon No. 207 on or after 21st September, 1993, at the offices of:

Barclays Bank PLC,
Stock Exchange Securities Department,
168 Fenchurch Street,
London EC3P 3HP
on business days between the hours of 9.30 a.m. and 2 p.m.

Payment will be made in sterling at the buying rate of exchange current in London at 2 p.m. on 16th September, 1993, in the case of coupons presented on or before that date, or on the day of presentation in the case of coupons presented subsequently. Coupons must be accompanied by a presentation form, copies of which can be obtained from Barclays Bank PLC.

For holders of shares of which the dividend sheets are, at the close of business on 10th September, 1993, in custody of a Depositary admitted by the Centrum voor Fondsenadministratie B.V., Amsterdam, this interim dividend will be paid to such Depositary on 21st September, 1993. Such payment will be effected through Barclays Bank PLC, after receipt by them of a duly completed CF Dividend Claim Form.

Where under the double tax agreement between the United Kingdom and the Netherlands 15 per cent Netherlands dividend tax has been withheld, the 15 per cent Netherlands tax is allowable for a resident of the United Kingdom as a credit against the United Kingdom income tax payable in respect of the dividend. The deduction of United Kingdom income tax at the reduced rate of 5 per cent instead of at the basic rate of 20 per cent represents a provisional allowance of credit at the rate of 15 per cent.

Where appropriate, the usual affidavit certifying non-residence in the United Kingdom will also be required if payment is to be made without deduction of United Kingdom income tax at the basic rate.

The Hague, 9th September, 1993
THE BOARD OF MANAGEMENT

San Yang Co., Ltd.
(Incorporated in the Republic of Korea with Limited Liability)
US\$50,000,000
4 per cent Bonds due 1993 with Warrants to subscribe for Non-voting Shares of San Yang Co., Ltd.

Notice of Adjustment to Subscription Price
NOTICE IS HEREBY GIVEN to the holders of the above described Bonds with Warrants that, following the conversion of the Bonds into shares of San Yang Co., Ltd. on 9th August, 1993 and the issue of the Bonds, the Subscription Price of the Bonds has been adjusted to US\$27.425 per share, effective on 9th August, 1993. The adjusted Subscription Price of the Bonds will be US\$27.425 per share, effective on 9th August, 1993, and the adjusted Subscription Price of the Bonds will be US\$27.425 per share, effective on 9th August, 1993.

September 10, 1993
By: Citibank, N.A., London

The "Shell" Transport and Trading Company, Public Limited Company

Interim Dividend 1993

Notice is hereby given that a balance of the Register will be struck on Friday, 1st October, 1993 for the preparation of warrants for an interim dividend for the year 1993 of 10.2p per 25p Ordinary share payable on 1st November, 1993.

For transferees to receive this dividend, their transfers must be lodged with the Company's Registrar - Lloyds Bank Registrars, The Causeway, Worthing, West Sussex BN99 6DA, not later than 3pm on 1st October, 1993.

SHARE WARRANTS TO BEARER

The Coupon to be presented for the above dividend will be No. 190 which must be deposited for examination at Lloyds Bank Plc, Registrar's Department, Issues Section, Borsa House, 80 Cheapside, London EC2V 6EE, not later than 1st October, 1993, or may be surrendered through Messieurs Lazard Frères et Cie, 121 boulevard Haussmann, 75008, Paris.

BY ORDER OF THE BOARD
Jyoti Munsiff
Secretary

Shell Centre,
London SE1 7NA
9th September, 1993

Daewoo Electronics Co., Ltd.
(the "Issuer")
(I) U.S. \$50,000,000
3 1/4% Convertible Bonds Due 2007
and
(II) U.S. \$70,000,000
2 1/4% Convertible Bonds Due 2008
(the "Bonds")
Convertible into Shares of Common Stock of the Issuer
(the "Common Shares")

Notice is hereby given to holders of the Bonds, following the issue of Korean Won 35 billion Convertible Securities in Korea by the Issuer on August 26, 1993. The Conversion price of Won 9,267 per Common Share of "I" and Won 14,400 per Common Share of "II" have, in accordance with the Trust Deed dated November 4, 1992 and May 18, 1993 Constituting the Bonds, been adjusted to Won 9,221 and Won 14,329 per Share, respectively, with effect from August 26, 1993.

By: The Chase Manhattan Bank, N.A.
London, Principal Paying and Conversion Agent

September 10, 1993

SCHNEIDER S.A.
SOCIÉTÉ ANONYME
Incorporated in France with limited liability
Registered office: 4, rue de Longchamp - 75116 PARIS

NOTICE OF GENERAL MEETING

The General Meeting of the Masse of the holders of the 2 per cent guaranteed Exchangeable Bonds due 2003 of SQUARE D Company, invited by a first notice to attend the General Meeting on 6th September 1993, having been unable to deliberate, the quorum being not present, the holders of such bonds are invited to attend the General Meeting to be held on 16th September 1993, at 12.00 a.m. at the office of the Compagnie Financière de CFC et de l'Union Européenne, 4, rue Gaillon, Paris 2^e, to consider the following agenda:

Examination and approval of the merger-absorption of SCHNEIDER by Société Parissienne d'Entreprises et de Participations (SPEP), and agreement, subject to the completion of this operation, of SPEP being the only debtor of the Guaranteed Exchangeable Bonds.

In order to attend or be represented at the meeting, holders of bonds must deposit, at least five clear days prior to the meeting at the head office, the certificate of deposit, issued by the bank, financial institution or stockbroker with whom the bonds are lodged.

THE BOARD OF DIRECTORS

DECLARATION OF DIVIDENDS
UNITED KINGDOM CURRENCY EQUIVALENTS

In accordance with the standard conditions relating to the payment of the undermentioned dividends declared on 3 August 1993, payments from the office of the United Kingdom Registrar will be made in United Kingdom currency at the rate of exchange of R5.1710 South African currency to £1 United Kingdom currency, this being the first available rate of exchange for remittances between the Republic of South Africa and the United Kingdom on 6 September 1993, as advised by the companies' South African bankers.

The United Kingdom currency equivalents of the dividends are therefore as follows:

Name of Company (All companies are incorporated in the Republic of South Africa)	Dividend No.	Amount per share
Gold Fields Property Company Limited	141	3.4808p
New Wits Limited	85	6.7882p
Vogelstruuts Metal Holdings Limited	85	2.8007p

By order of the boards
per pro GOLD FIELDS CORPORATE SERVICES LIMITED
London Secretaries
S.J. Dunning, Secretary

United Kingdom Registrar:
Barclays Registrars
Borsa House
80 Cheapside, London EC2V 6EE
Buckingham, Kent BN9 3TU

9 September 1993

Members of the Gold Fields Group

Interim dividend

Koninklijke BolsWessanen N.V.

Stichting Administratiekantoor
van aandelen Koninklijke BolsWessanen announces that the Board of Managing Directors, with the approval of the Supervisory Board, has decided to distribute an interim dividend for the 1993 financial year of NLG 0.32 in cash per ordinary share of NLG 2.00.

On submission of dividend coupon no. 1 of the depositary receipts for ordinary shares, NLG 0.32 will be payable on 21 September 1993 per depositary receipt for one ordinary share of NLG 2.00, being the interim dividend less 25% dividend tax, at the office of ABN-AMRO Bank N.V., MeesPierson N.V., Internationale Nederlanden Bank N.V. and Kempen & Co. N.V., all in Amsterdam.

Holders of CF depositary receipts will receive their dividend through the institutions at which the dividend sheets of their depositary receipts were deposited at the close of business at 10 September 1993.

Copies of the interim statement can be obtained from the company (P.O. Box 410, 1100 AK Amsterdam).

Stichting Administratiekantoor
van aandelen Koninklijke BolsWessanen
Amsterdam, 9 September 1993

Bondholders of Samsung Electronics Co., Ltd.
US\$ 100,000,000
3.75% Subordinated Convertible Bonds due 2007

In accordance with the trust deed, we are pleased to inform you that the Board of Directors Meeting of the Company held on August 17, 1993, resolved to issue New Shares under the following terms and conditions:

- Form of shares: common stocks in registered form
- Number of shares to be issued: 3,499,000 Shares of common stock
- Issue price: According to the "Korean Securities Exchange Committee Regulation", the final issue price will be fixed on October 18, 1993.
- Allocation of new shares: (1) 20% of the new issues shall be allocated for the subscription by employees of the company according to the "Law on Fostering the Capital Market" in Korea. (2) Remaining 80% of the new issues shall be allocated for subscription to shareholders registered on September 10, 1993 in the proportion of 0.05067125 share per one share. (3) Both the shareholders of common stocks and non-voting preferred stocks are entitled to subscribe for new common stocks in proportion to their respective shareholdings.
- Record date: September 10, 1993
- Subscription period: October 26, 1993-October 28, 1993.
- Payment date: October 28, 1993
- Others: - Fractions of shares and unsubscribed shares shall be disposed according to the Resolution of Board of Directors Meeting and allocation per share is subject to change if there are unsubscribed shares by employees of the company or conversions by the Convertible Bond holders. - In accordance with the "Korean Securities Exchange Committee Regulation" and the trust deed 7 (C) (iii), we will be able to fix the subscription price and adjust the conversion price on October 18, 1993.

September 10, 1993

CITIBANK

Daily Gold Fax - free sample

Item Chart Analysis Ltd
7 Swallow Street, London WC2R 2ND, UK
commodity specialists for over 22 years

ASK: Anne Whitby
Tel: 01-734 7172
Fax: 01-734 9266
e-mail: awhitby@itemchart.co.uk

DO YOU WANT TO KNOW A SECRET?

The I.D.S. Gann Seminar will show you how the markets REALLY work. The amazing trading techniques of the legendary W.D. Gann can increase your profits and contain your losses. How? That's the secret. Ring 081 474 0080 to book your FREE place.

ECU Terminvest PLC
28 Cheapside Place
Bulgaria
London SW1P 3HL
Tel: +44 20 745 0000
Fax: +44 20 745 0000
Member SFA

FUTURES & OPTIONS BROKERS

\$32 ROUND TRIP
EXECUTION ONLY INTRODUCTORY OFFER

INTERNATIONAL COMPANIES AND FINANCE

SIA to take 10% stake in Chinese repair plant

By Kieran Cooke in Kuala Lumpur

SINGAPORE Airlines is to take a 10 per cent stake in a new aircraft maintenance and repair facility being built in the city of Xiamen, on the coast of China.

Other partners in the project are Hong Kong Aircraft Engineering Co, the Hong Kong carrier Cathay Pacific, Japan Airlines and two Chinese state-controlled corporations. SIA's stake is believed to be worth just over \$5m.

SIA has developed its own aircraft maintenance and repair facilities in recent years but now the carrier, like the other airlines involved in the Xiamen project, is faced with spiralling land costs and acute labour shortages.

Construction work at the Xiamen site has already begun and the facility is due to be completed by 1996. Haeco, ultimately controlled by the Swire Group of Hong Kong, will have a 41 per cent shareholding in the Xiamen project.

Airline industry analysts expect the Xiamen project to succeed, given the rapid expansion of the airline business in the Asia Pacific, particularly in China.

Malaysian bank turns in 90% improvement

BANK Bumiputra, Malaysia's second biggest bank, reports pre-tax profits of M\$80.6m (\$32m) for the year ended March, writes Kieran Cooke. The result represents a rise of nearly 90 per cent on last year. Bank Bumiputra has assets of M\$35bn.

The bank set up in the mid-1980s to help the bumiputras, or Malays, who make up about 50 per cent of Malaysia's population, has been plagued by scandal. Twice in the past 10 years the state has had to step in to rescue it.

The bank increased its provision for bad loans to M\$156m from M\$147m in the previous financial year.

S China Morning Post trading stays suspended

By Simon Davies in Hong Kong

SHARE trading in South China Morning Post, Hong Kong's leading English language newspaper, remained suspended for the fifth consecutive day, despite the expectation that Mr Rupert Murdoch's News Corporation has secured a buyer for its 50 per cent stake.

News Corp announced last Friday that it was negotiating the sale of its stake. For the past three days, announcements from News Corp have been cancelled, encouraging speculation that there has been a hitch in the deal, or that a counter-offer has been received.

The stock exchange said that the suspension would not be

lifted on SCMP shares until News Corp made an announcement that gave sufficient information about the deal so that informed trading in the shares could resume.

It is widely expected in Hong Kong that the News Corp stake will be purchased by a consortium led by Malaysian tycoon Mr Robert Kuok. At the same time, Singapore's Straits Press group is tipped to take on a management role in the Hong Kong newspaper.

Mr Kuok has no newspaper expertise, while Straits Press, which already owns 5 per cent of the SCMP, has made no secret of its desire to become the leading newspaper publisher in South East Asia. The Singaporean United Overseas Bank holds a further 9 per cent stake in SCMP.

Mitsubishi to shrink finance division

By Emiko Terazono in Tokyo

MITSUBISHI Corporation, Japan's leading trading house, plans to shrink its finance division in a move away from *zaibatsu*, the financial engineering popular among Japanese companies in the late 1980s.

The decision follows the company's bail-out earlier this year of MC Finance, a group finance subsidiary which suffered from mounting investment losses. In the late 1980s, financial investments became an important profit centre for many industrial companies, which later suffered heavy portfolio losses when the stock market turned sour.

MC Finance was created in 1986 to act as a banker for Mitsubishi subsidiaries and affiliates, borrowing at discount rates and passing on the savings to other group companies. MC Finance also turned to *zaibatsu*, pouring funds into the stock market.

Along with MC Finance, the group aggressively invested in specified money trusts and fund trusts. Mitsubishi has been reducing its investment stocks, and its outstanding investments stand at around ¥230bn (\$2.19bn).

Mitsubishi will disband its capital markets division, which had been the centre of group investment operations since 1986, and shift about 30 of its 158 capital markets staff to its corporate information division.

Earnings ahead at Thai banks

COMBINED net profits of 15 Thai commercial banks rose to B\$21.37bn (\$846m) during the first half year, up from B\$14.38bn a year ago, Reuter reports from Bangkok.

According to Bangkok Bank, the earnings growth resulted from higher fee-based revenues and smaller provisions for bad loans. It said local banks focused more on fee-based services during the six months while combined bank lending rose 15.6 per cent.

Coles Myers advances over year

By Nikki Tait in Sydney

COLES Myers, the Australian retail group, yesterday reported an 8 per cent increase in operating profit to A\$598.7m (US\$394.1m), before abnormal items, for the year ended July 25.

After tax and abnormal items, the increase was slightly higher - up 11.1 per cent to A\$411.8m. Sales, adjusted for the sale of the majority of Coles Myers' interest in Progressive Enterprises and Sandhurst Dairies, rose by 3.7 per cent to A\$15.3bn.

On an unadjusted basis,

sales were essentially flat. The retailer said that it was pleased with the results, given the recessionary climate. The strongest performances came from the Kmart, Target and specialty group divisions.

Coles admitted that the profits from its supermarkets division were only "marginally" ahead of last year, but that performance here had strengthened in the second half of the year.

The Myer Grace Bros department stores, however, saw lower profits and weaker margins - a trend blamed on the "reduced levels of

discretionary spending". Coles said that sales for the year overall were steady, but that turnover had been disappointing in the final three months of the financial year.

Coles added that the "signs of economic recovery are still tentative" and conceded that the effect of this hesitant upturn on its own operations was "uneven".

However, it suggested that the previously-announced investment plan should help sustain future performance.

● Lend Lease, the financial services and property investment group, yesterday

announced that it was buying the Yarmouth Group, a US-based asset management business.

Yarmouth has around A\$10bn in gross property assets under management and manages client portfolios worth around A\$6.5bn. Among its interests is the management of some 15 regional malls in the US, whose gross value is put at US\$2bn-plus.

No price was announced for the acquisition, and Lend Lease said the consideration would be related to performance and payable over a five-year period.

Brand new direction heralds flotation of Japan Tobacco

Emiko Terazono looks at the company's plans

JAPAN Tobacco, the government-owned tobacco company set for privatisation early next year, is actively investing in new projects and introducing new cigarette brands ahead of the flotation.

The company, the third largest tobacco company in the world, controls 83 per cent of Japan's ¥3,000bn (\$28.4bn) domestic tobacco market. JT been restructuring its business since 1983 - when the market was opened to foreign competition - reducing the number of distribution outlets by 36 per cent to 174 and the number of staff by 20 per cent to 24,000.

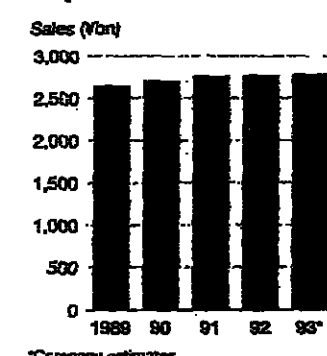
Due partly to this rationalisation, its bank borrowings are low relative to other government-owned companies waiting to go public. Bank debt at JR East, the rail group about to be privatised, is more than 16 per cent of total assets; at JT the ratio is under 1 per cent.

The company's operations and decisions on pricing are less regulated than at JR East and Nippon Telegraph and Telephone, the semi-state owned telecom company.

Japan's cigarette market is very mature. Mr Shigeru Mizuno, JT president, says: "In terms of volume, the industry is declining." Industry sales for the 12 months ended March 1992 fell 0.5 per cent to 272.6bn cigarettes.

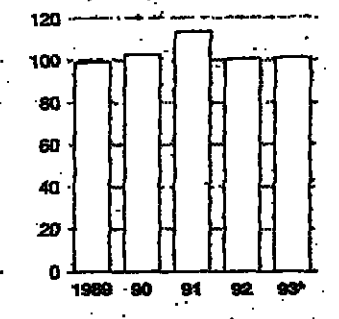
JT also faces growing competition from foreign tobacco

Japan Tobacco



*Company estimates

Pre-tax profits (Yen)



companies, notably Philip Morris of the US which now hold 17 per cent of the market. Analysts predict that foreign companies will hold over 20 per cent of the market within the next few years.

The company's competitiveness is clearly hampered by regulations over the amount of home grown raw tobacco it has to buy in. In general, Japanese tobacco costs between and three times more than foreign grown tobacco. Japanese tobacco makes up around 50 per cent of JT's tobacco purchases.

JT is now looking to diversify. Mr Mizuno envisages growth in new business sectors such as foods, pharmaceuticals, agriculture and cigarette exports.

The company entered the non-alcoholic beverage and

pharmaceuticals market in 1988, and started a hot-dog chain in 1989. Its hilly bulb business and an electric power switch manufacturing operation are among its more recent ventures.

Exports account for less than 1 per cent of JT's total sales. It is targeting Asian cigarette markets, which unlike western markets, are still growing. Some 60 per cent of JT's overseas sales are in Asia.

Analysts feel that some of the new projects will be slow to contribute to JT's profits. Mr Eizo Uchikura, of Nomura Research Institute, says property could make a near term contribution but JT's drug operations are unlikely to make a return before the end of the decade.

Brierley up despite weak hotels side

By Terry Hall in Wellington

BRIERLEY Investments reports an 8 per cent increase in net profit to NZ\$271.3m (US\$149.8m) for the year ended June, despite continued weak trading by its UK hotels arm.

Mr Bob Mathew, chairman, said that the result was satisfactory given that around one-third of the parent company's total assets, its 70 per cent interest in the Mount Charlotte UK group, did little better than break even.

In the past two months, however, Mount Charlotte hotels had recorded a marked improvement in occupancies, and directors were confident the recovery was under way.

The New Zealand division recorded earnings of NZ\$345m, up from NZ\$154m. Earnings from Australia were NZ\$57m, compared with a loss of NZ\$33m last time. The newly created US arm, which had budgeted for a small profit, made a loss of NZ\$11.6m.

Earnings from the UK were NZ\$5m, down from NZ\$116m last year when the Tozer Kemsley motor group, subsequently sold, was included. The major associates Air New Zealand and Carter Holt Harvey recorded good profits.

Earnings from New Zealand in the coming year would be boosted by the purchase of fishing group Sealord, although this would be offset from the loss of profits from interests in New Zealand companies that had been sold.

This announcement appears as a matter of record only.



Unilever Magyarország Kft

(incorporated with limited liability under the laws of the Republic of Hungary)

Commercial Paper Programme

with a continuous issue initially of up to

HUF 2,000,000,000 Guaranteed Notes

nominal value

irrevocably guaranteed by:

Unilever N.V.

(incorporated under the laws of The Netherlands)

Arranger, Dealer and Agent:

Citibank Budapest Rt.

CITIBANK

NEW ISSUE

This announcement appears as a matter of record only.

9th September, 1993

EBEN

EIDENSHA CO., LTD.

U.S.\$60,000,000

1 1/4 per cent. Guaranteed Bonds due 1997

with

Warrants

to subscribe for shares of common stock of Eidensha Co., Ltd.
The Bonds will be unconditionally and irrevocably guaranteed by

The Tokai Bank, Limited

ISSUE PRICE 100 PER CENT.

Nomura International

Tokai Bank Europe Limited

Fuji International Finance PLC

Daiwa Europe Limited

Nikko Europe Plc

Barclays de Zoete Wedd Limited

Baring Brothers & Co., Limited

Goldman Sachs International Limited

Morgan Stanley International

N M Rothschild and Smith New Court

Swiss Bank Corporation

Asahi Finance (U.K.) Ltd.

Chuo Trust International Limited

KOKUSAI Europe Limited

Maruman Securities (Europe) Limited

COMPANY NEWS: UK

Results at top end of analysts' expectations RTZ shows its mettle with advance to £339m

By Kenneth Gooding,
Mining Correspondent

RTZ, the world's biggest mining company, "showed its considerable resilience in combating difficult trading conditions," by reporting a 15 per cent increase in half year pre-tax profits despite an average 11.5 per cent fall in metal prices.

The results were at the top end of analysts' forecasts and RTZ's share price rose 7p to end the day at 725p.

Profit before tax rose from £285m to £339m. Net attributable earnings, which RTZ suggests is usually the most relevant measure of its performance, surged from £129m to £264m.

Earnings per share were up from 12.4p to 26.6p. However, adjusted earnings, which reflect underlying performance by excluding exceptional items, were up by a more modest amount, from £158m to £186m, or from 15.3p a share to 18p.

Sir Derek Birkin, chairman, warned that it may be some time before metal prices showed any meaningful

improvement from present depressed levels and a more widespread improvement in economic activity was needed for volume growth in industrial minerals.

Mr Bob Wilson, chief executive, said first half results had benefited by £50m from exchange rates, arising principally from the devaluation of the Australian dollar, whereas lower metal prices reduced earnings by £43m.

Operating cash flow from continuing operations increased from £236m to £315m. A £53m rise in net debt to £1.56bn in the first half reflected the cost of the Neco and Cordoro US coal acquisitions. Asset disposals had reduced this to 14 per cent and gearing would be even lower by the year-end.

Sir Derek is to give up executive responsibilities at the 1994 annual meeting when he will be 64 to become non-executive chairman.

He said RTZ was in very good health. "How many companies could see a near-60 per cent fall in its product prices since the peak in 1988

and still produce these results and throw off all this cash?"

COMMENT

It has been a hectic half year for RTZ, what with buying about 5 per cent of the US coal industry, selling most of the Pillar business and other assets. The share price last night seemed to be assuming there is more wheeling and dealing to come in the second half. This seems very unlikely and RTZ will have to work very hard indeed to match in the second half, or in 1994, what was undoubtedly an impressive first-half performance. There is no more dividend to come this year and while most metal prices do not have much further to fall, copper, the most important one in the portfolio, might drop another 20 per cent from today's 86 cents a lb. And every 10 cent a lb fall would cost RTZ about £53m. In its present form RTZ is probably capable of earning 90p a share at the peak of the metal cycle, so there will be a better time to buy. It is a question of getting the timing right.

Tax credit helps lift Enterprise to £80.1m

By Robert Corzine

ENTERPRISE OIL, one of Britain's leading independent oil exploration and production companies, yesterday announced a jump in interim net profits from £34.6m to £80.1m, thanks to a large tax credit, increased production and sterling's depreciation.

Mr Graham Bearn, chairman and chief executive, warned, however, that a majority of Enterprise's 1993 profits had accrued in the first half because of special factors and weaker second half oil prices.

A credit of £27m resulted from the abolition in last March's Budget of Petroleum Revenue Tax on past exploration and appraisal expenditure. The rise in production to 157,430 barrels a day of oil equivalent (135,500 b/d) was above market expectations.

An interim cash dividend of 9.5p (5.5p) was declared - the same level as last year's final. The policy of reversing the relative sizes of the dividends would apply for this year only, according to the company. Earnings per share were 15.8p (7.9p), after tax of £0.5m (£16.5m).

Enterprise joined the raft of companies offering enhanced scrip dividends to reduce their surplus advanced corporation tax. Shareholders are entitled to a dividend in new shares worth 14.25p per share. SG Warburg is offering to buy the shares at a minimum of 13.95p per share.

Mr Andrew Shilton, the newly appointed group finance director, estimated the company would save £13.2m in cash if all shareholders took the scrip alternative. However, the company expects higher production rates to continue. The Scot's field began producing ahead of schedule last week, with output due to reach 175,000 b/d later this month. Production from the Nelson field should begin in the first quarter of 1994. Total Enterprise output should rise to 250,000 b/d by 1995.

Exploration and appraisal expenditure fell to £29.5m (£44.4m) in the first half to June 30. Mr Shilton said test results of the Monte Alpi-3 in Italy were encouraging.

The lower spending helped to boost operating profits to £65.9m (£42.3m). Turnover was up 22 per cent to £292.7m (£239.5m).

Glaxo still confident of Zantac

By Paul Abrahams

UNDERPINNING Glaxo's continuing success over the last year has been its ability to continue to expand Zantac, its ulcer treatment and the first medicine to break the £2bn sales barrier.

In spite of the scale of the drug's sales, underlying growth, excluding exchange rates, increased by 11 per cent, a performance described by Dr Richard Sykes, chief executive, as quite remarkable.

Dr Sykes said Glaxo's long-established position in the US with bulk purchasers of medicines had enabled Zantac's underlying growth from that source to reach 13 per cent in the year to June 30.

Although underlying sales in Europe were up only 6 per cent - healthcare reforms in Germany and Italy cut sales by 10 per cent and 5 per cent respectively - those in the rest of the world increased by 19 per cent. Considerable attention had been paid to the recent challenge to Zantac's patents by US generic companies, said Dr Sykes. However, even if Glaxo lost the cases, no generic version would be on the market before 1996.

There were other issues which could affect Zantac before the patents issue was resolved, Dr Sykes admitted.

The most immediate threat was presented by the expiry next year of the patents of SmithKline Beecham's Tagamet. Zantac's main US competitor, Zantac would have to compete with generic versions of this drug.

Even SmithKline Beecham's



Dr Richard Sykes, left, and John Coombe, finance director: ulcer drug's 11 per cent sales increase was a remarkable performance

senior executives are divided over the likely impact.

The main threat from generics would appear to be in the managed care sector, rather than the retail sector where patients pay for their own medicines and are used to taking Zantac.

In the managed sector, Dr Sykes admitted that Zantac's sales would be affected by the introduction of over-the-counter non-prescription versions of Tagamet and Pepcid, Merck's counterpart.

An FDA advisory committee met yesterday to discuss SmithKline Beecham's application. However, any impact

an earlier version of the drug from 1996. However, Dr Sykes played down the threat. There were regulatory problems for generics manufacturers because the earlier version had not previously been licensed. In addition, it was unstable and difficult to manufacture.

Dr Sykes said that Zantac's sales would be affected by the introduction of over-the-counter non-prescription versions of Tagamet and Pepcid, Merck's counterpart.

An FDA advisory committee met yesterday to discuss SmithKline Beecham's application. However, any impact

would be marginal. Other threats include the eradication of helicobacter pylori, a bacterium which has recently been discovered to be implicated in ulcers. If doctors decided to eradicate the bug rather than prescribe Zantac-type drugs, the market could collapse.

Dr Sykes said this issue had still to be resolved and the company was working on its own eradication therapy.

The company is planning applications for new illnesses, such as ulcers generated by anti-arthritis drugs, and new slow-release formulations. Dr Sykes insisted that in spite of the all the threats, Zantac's franchise had a positive future.

Meanwhile, Glaxo has also launched a number of new products in an effort to reduce the dependence on Zantac. The new drugs, Serenit, Flixonase and Flixotide, the asthma treatments, Zofran, the anti-nausea treatment, Imigran, the migraine drug, Lactipil, a heart drug, and Cutivate, a skin cream, generated sales of £552m.

Dr Sykes said the performance of the new drugs was very creditable given that Serenit and Flixotide were only now going on sale and that Imigran had only just been launched in the US and had already achieved sales of £116m (£43m).

The star new drug, said Dr Sykes, had been Zofran which had generated revenues of £365m after only three years on the market. The treatment was not yet available in Japan, but he hoped it would be given approval during the fiscal year.

Shield Diagnostics raises £5m through 30% placing

By David Blackwell

SHIELD Diagnostics, the Dundee-based biotechnology company, yesterday raised more than £5m through a placing of about 30 per cent of its shares with institutions and private investors.

Allied Investment Securities, which handled the issue, said 5.5m ordinary shares had been placed at 112p.

After the placing, 18.6m shares are in issue, giving the company a market capitalisation of £20.82m.

About half the shares were placed with nine institutions, with the remainder going to private investors. They begin trading on the London Stock Exchange on September 23.

In addition, 358,690 ordinary shares were placed on behalf of some directors and employees to raise £401,734 before expenses.

No other existing shareholders have realised their invest-

ment.

A group of venture capitalists, including Apex Partners, Summa and Cygnus Ventures, held 90 per cent of the stock before the flotation and now hold 57 per cent.

The net proceeds of £5.24m will be used to clear the group's borrowings of about £500,000, and to provide working capital to allow further product acquisition and development.

Shield, which makes 65 per cent of its sales outside the UK, specialises in developing, making and marketing in vitro tests for human disease.

It is a rarity among biotechnology companies that have come to the market recently in that it already has 23 products for sale.

The company made no profits last year and has no notional dividend in its prospectus.

In the year to the end of March it had a total turnover

of £1.68m, compared with a previous £445,000. Gross profits were £1.1m (£305,000). After net operating expenses of £1.74m (£1.69m) and interest payments, the pre-tax loss was £653,000, cut from £1.43m in the previous year.

Mr Gordon Hall, the chief executive who was recruited from Abbott Diagnostics of the US, insisted that Shield was different from other UK biotechnology groups as it already has commercial products and established marketing and licensing agreements.

Last year Shield acquired products from Northumbrian Biologicals which increased its turnover by £284,000 and gross profit by £480,000. Mr Hall said the group, which has high fixed overheads, was seeking further product acquisitions.

In addition to further developments of its existing range of products, the group has high hopes for two projects now under development.

Cost cuts help Blue Circle grow

By Paul Taylor

COST-CUTTING helped Blue Circle Industries, Britain's biggest cement manufacturer, achieve a 31 per cent increase in first-half profits before exceptional items.

The building materials and home products group reported pre-tax profits of £80.5m for the six months to June 30, compared with profits before exceptional items of £46.3m.

In the 1992 first half, exceptional gains of £40.1m, mainly from disposals, lifted pre-tax profits, restated under FRS 3 accounting rules, to £86.4m.

Earnings in the latest period came to 5p, against 4.1p in 1992 before exceptional items and 10.2p including the exceptional profits.

The share price added 14p to 284p.

Operating profits before net

interest payments of £17.4m (£12.6m) increased by almost a third to £77.5m (£58.9m). Turnover grew to £798.8m (£770.4m).

Mr Keith Orrell-Jones, group managing director, said he was pleased but by no means satisfied with the improved operating results. He added: "Market conditions are now showing some signs of improvement, in both the UK and the US."

The heavy building materials division, comprising the cement, concretes and aggregates businesses, raised profits to £53m (£42.8m), on sales of £353.5m (£296.4m).

Operating profits at Blue Circle Cement (BCC) in the UK fell to £12.7m, compared with £15.5m before exceptional costs of £2.8m in the year-ago period. BCC's sales volume slipped by 5 per cent to 2.9m tonnes, reflecting weaker construction

output and cement demand. However, Mr James Loudon, finance director, said the price increases introduced in June had largely recovered the erosion over the previous year.

He also noted that the rationalisation programme announced in June, involving capacity cuts and a 20 per cent reduction in the workforce, had been completed and savings would be reflected in second-half results.

Blue Circle America, which is focused on the south-eastern US, boosted operating profits to £6.6m (£1.9m).

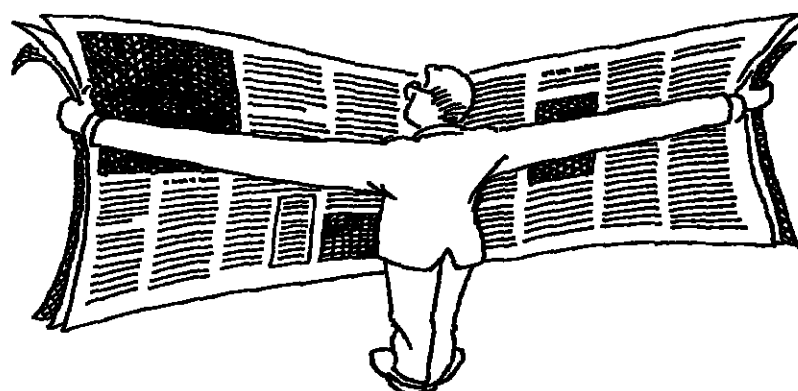
In the home products division, profits grew by a modest 5 per cent to £24.2m (£23.1m) despite a near doubling in turnover to £396m (£199.8m) partly reflecting the acquisition last year of Celsius, the French and German central heating businesses.

Net debt at June 30 stood at £385m, down from £405m at the end of December and representing a reduction of 38 per cent.

COMMENT

The cynic might argue that Blue Circle is merely reaping the rewards of its substantial provisions in previous years. Nevertheless, the restructuring of the BCC operations has substantially reduced costs just as the cycle appears to be turning. In contrast, the lacklustre performance of the continental heating businesses again highlights the unfortunate timing of the Celsius purchase and accompanying rights issue. However, pre-tax profits should rise to about £155m this year, producing earnings of about 13.6p and a prospective p/e of about 21. This is a classic recovery stock.

How do you keep up with an expanding Europe?



Europe's essential online business
information service from the Financial Times.

Now that the single market is a reality, the need for business information... on markets, on your competitors, on European legislation... has become more urgent.

So how do you keep up with all of the changes? And how do you separate the useful information from the time-wasting trivia?

You need FT PROFILE.

As a Financial Times reader, you already know where to turn for authoritative reporting on the issues and events that influence European business. FT PROFILE draws on this authority and on hundreds of other

equally important information sources to give you the facts you need - in seconds.

FT PROFILE is easy to use.

All you need is a PC, a phone line and access to FT PROFILE. It helps you sift through the millions of pieces of available information for the facts that can make the difference between a good guess and an informed decision.

To learn more about how FT PROFILE can enhance your perspective on business in Europe and the world, call us now, or simply complete and return the coupon to...

FT PROFILE, P.O. Box 12,
Sunbury, Middlesex, TW16 7UD,
Great Britain. Tel: +44 932 761444.

Financial Times Information Services,
Nibbelungplatz 3, 60318 Frankfurt/Main,
Germany. Tel: 069/15 685 - 113.

Financial Times Information Services,
Bureau De Vente Paris, 158 Rue De Rivoli,
75001 Paris, France. (1) 42 97 06 10.

Name _____
Job Title _____
Company _____
Nature of business _____
Address _____
Postcode _____ Telephone _____
Country _____

No. of employees ☐ under 50 ☐ 50 to 100 ☐ over 100
I already use online ☐ Yes ☐ No

FT PROFILE
BUSINESS INFORMATION
PART OF THE FINANCIAL TIMES GROUP

Jigsaw theory proves a puzzle

Guy de Jonquieres looks at Cadbury Schweppes latest US move

CADBURY Schweppes' proposed \$344m (£217m) acquisition of A&W Brands, the biggest US producer of root beer, has filled out part of the jigsaw which the British confectionery and beverages group has been assembling on the other side of the Atlantic.

But the deal, which comes three weeks after Cadbury snapped up 20 per cent of Dr Pepper, the third largest US soft drinks company, has left observers puzzling over the eventual grand design.

As one industry analyst put it yesterday: "Either Cadbury has a secret master plan for the US market and has really thought out all the moves in advance. Or else the company is just grabbing at opportunities as they come up and hoping everything will come right in the end."

A&W's sales last year of \$130.5m, a fraction of the \$477m US soft drinks market. But the acquisition would be a sizeable leap for Cadbury, raising its US market share to 5.6

per cent from 3.4 per cent and increasing its worldwide soft drinks volumes by 20 per cent. Cadbury believes A&W's brands, which include cream soda and citrus and ginger-flavoured products, would give it more weight with independent bottlers. It also sees scope for cost savings and says the acquisition of A&W, which has an operating margin of 20 per cent, would enhance cash flow after the first year.

Still, A&W offers only a small step towards the US presence which Cadbury thinks it needs to present itself as a credible global player in soft drinks. Dr Pepper, with its 10.4 per cent share of the US market, remains the best hope of fulfilling that objective.

However, it is still unclear how that hope can be fulfilled. Last week, Dr Pepper installed a "poison pill" to deter Cadbury from raising its stake above its current level of 25.9 per cent and has responded coolly to calls by the UK group for talks on closer co-operation.

Mr Dominic Cadbury, chair-

man, put a brave face on these rebuffs yesterday. He said that he had not been surprised by the poison pill and that Cadbury was still on speaking terms with Dr Pepper, which bottles most of its soft drinks concentrates and distributes some of its brands in the US.

He said Cadbury's intentions were not hostile and it had not so far asked for a seat on Dr Pepper's board. A bid for the rest of the company was "not on the cards" at present, though Mr David Jinks, Cadbury's finance director, said pooling the companies' US drinks businesses in return for a bigger stake in Dr Pepper could be an option eventually.

However, Cadbury could not point to any imminent breakthrough in an apparent stalemate which has left it with more than £150m pounds invested in a company over which it exercises no management control and on which it is receiving no dividend.

Almost as perplexing to some observers is Cadbury's renewed interest in the US at a time when growth of the overall soft drinks market has slowed sharply - though the non-cola segment in which the company competes has fared much better.

Two years ago, Cadbury transferred its worldwide beverage headquarters from the US to London. The move, which led to the resignation of Mr Jim Schadt as head of the business, was widely seen as reflecting a shift in emphasis to markets closer to home.

The company is believed at about the same time to have considered, but decided against, making a takeover bid for Dr Pepper. Last spring, Cadbury executives were talking of the company's small residual holding in Dr Pepper as a financial investment, which was likely to be unwound.

Yesterday, Mr Cadbury said the recently enlarged holding in the US company was a long-term investment. But while it has yet to show a tangible return, there was a 22 per cent rise in profits.

FT-ISMA INTERNATIONAL BOND SERVICE

THE FT-ISMA International Bond Service, published on Monday to Friday in the Financial Times, shows daily prices, provided by the International Securities Market Association, for a selection of the most actively traded Eurobonds and related securities, picked from the sectors which best represent current market conditions.

The service sets out to include certain "benchmark" issues within the space available, while still trying to maintain a broad spread of borrowers and currency groups.

Selections are reviewed regularly by the Financial Times and the International Securities Market Association.

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corres - ponding dividend	Total for year	Total last year
Albany Inv	1.25	Nov 5	1.25	-	4
Arjo Wiggins	2.65	Nov 16	2.65	-	6.5
Blue Circle	3.75	Nov 29	3.75	-	11.25
British Gas	6.4	Dec 15	6.4	-	14.2
BT	4.95	Nov 26	4.95	-	10.8
Boiler	7.5	Jan 4	7.5	-	21.75
British Dredging	2.6	Dec 19	2.6	-	5.2
Cadbury	3.8	Nov 26	3.8	-	13.2
Costa Vytella	3.25	Nov 5	3	-	7.25
Charles River	0.5	Oct 28	0.5	-	1.5
Enterprise Oil	9.5	Nov 3	9.5	-	16
Friendly Hotels	2.2	Jan 6	2.2	-	5.7
Glaxo	18	Nov 19	11	22	17
Governing	1	Nov 4	1	-	2
Great Southern	4	Nov 3	3.6	-	11
Hall Engineering	6.48	Nov 3	3.3	-	8.64
JIB Group	11	Nov 15	2.5	-	7.5
Lang (John)	3	Nov 12	3	-	21.9
Manders	2.9	Nov 8	2.6	-	9
NFC	1.68	Dec 13	1.55	-	5.25
Perry Group	2.75	Dec 1	2.75	-	6
Reppier	3.5	Dec 31	3.5	-	8.25
Shell Transport	10.2	Nov 1	9.3	-	21.9
Sumit	0.7	Oct 29	0.7	-	1.4
Swallowfield	10.85	Nov 5	7.25	10.85	4.4
T&N	2.08	Nov 4	1.81	-	4.5
Woodchester	2.08	Nov 4	1.81	-	4.5

Dividends shown pence per share net except where otherwise stated. T&N increased capital, 9.5m stock, 4.4m currency, & adjusted for scrip issue. Total announced with interim results. *Third interim meeting 4.4p to date. *Subject to approval of enhanced scrip dividend alternative.

NFC surges to £116m and plans restructure

By Roland Rudd

NFC, the transport group, yesterday announced a restructuring to focus on two core businesses which will lead to a management shake-up.

It also reported that pre-tax profits had jumped to £116.3m (£98.3m) for the 40 weeks to July 10 on the back of the sale of Waste Management and property disposals.

The restructuring package is part of a strategic review due to be completed by the year end. The news was welcome in the City and the shares rose 3p to 270p on a day the market fell.

The UK BRS transport operations and Exel Logistics, the distribution and storage business, are to be merged. While on the international side, relocations and removals are to be expanded.

Mr James Watson, chairman, said: "The transport businesses were becoming more similar

making it sensible to integrate them. The move will give rise to significant cost savings."

Before exceptional profits edged up to £82.3m (£81.5m). Operating profit rose 14 per cent to £79.2m as sales increased 11 per cent to £1.4bn.

The full-year profit is projected at £85m, the lower end of previously indicated "best view" range. In the future it will not issue best view ranges after taking legal advice.

Mr Watson said trading remained difficult in mainland Europe, particularly in Germany and Spain, while UK recovery was proving patchy.

Provisions will cover the rationalisation which will be taken as an exceptional charge at the year end. However, Mr Watson declined to say how much it will cost or what benefits the change will bring in cost savings.

The group would continue to keep its other businesses, such as truck rental and car leasing, and had stemmed the losses at Links, the parcels business.

Mr Watson hopes the re-structuring will enable the group to expand its international relocations and removals network. "We are the biggest player with above 5 per cent of a market worth up to £7bn."

Mr Robbie Burns, managing director of Logistics is to take charge of the expanded transport business. Mr Graham Roberts moves from transport to become managing director of European operations and Mr Denis Oliver moves from Home Services to become managing director of International projects.

Earnings per share rose to 17.5p (8.3p), although they were unchanged at 8.5p before exceptional.

The third interim dividend is raised to 1.6p (1.55p).

Halved interest costs help Manders

By Peter Pearce

A HALVING of the interest charge helped Manders, the Wolverhampton paint, inks and property group, lift pre-tax profits 21 per cent to £4.92m in the six months to June 30.

Interest payable tumbled to £965,000 (£1.94m) in the wake of lower rates and a fall in borrowings to £20.5m at the end of the half, against £29.6m previously.

Mr Roger Akers, chief executive, suggested that borrowings would have been lower, but for the 13.3 per cent rise to £23.4m in the turnover of continuing operations and the need for stock at Wicks, the 70-strong DIY multiple, where Manders started delivering own-brand paint in March.

The group also announced that it was marketing the Mander Centre in response to "unsolicited approaches". It was valued in December 1991 at £57.5m. Mr Akers said that, even if it was not sold soon, Manders would continue to look for acquisitions in Europe in paints and, especially, inks.

Group turnover fell to £55.2m, against £56.1m, though the latter figure included £7.5m from discontinued activities. Operating profits were £5.88m (£5.77m) with the coatings and inks division rising to £1.63m (£1.43m) on turnover of £22.5m (£19.8m) and the decorative side making £1.74m (£1.72m).

The interim dividend is lifted to 2.9p (2.5p), payable from earnings per share of 9.02p (7.74p). Since June there have been further devaluations. The interim dividend was unchanged at 2.65p.

Mr Cob Stanham, chairman, said the business climate continued to be arduous. Recovery in the US and UK remained subdued and uneven. Poor demand in continental Europe and overcapacity affecting several product ranges would continue to restrict the group's profit recovery prospects until at least the second half of next year.

The company intends to secure a listing on the Paris Bourse later this year. Mr Stanham said the aim of the listing would be to widen AWA's shareholder base. The undue influence of AWA's minority French shareholders have caused concern among some UK institutions.

The results were achieved on turnover up 10 per cent from £13.8m to £14.95m. At constant exchange rates, sales volumes

Constructor blames downturn on delays in government spending

Laing declines to £5.1m mid-term

By Catherine Milton

DELAYS in government spending and costs previously held off the balance sheet contributed to a fall in pre-tax profits at John Laing from £5.6m to £5.1m in the six months to June 30.

Turnover at the construction company fell to £590.2m (£596.6m) as public sector work declined.

Mr Martin Laing, chairman, said: "Are ministers going to take the easy option and chop major capital expenditure projects, or are they going to grasp the nettle and go for the

revenue side?"

A £4m interest charge on £40m borrowings on a Belfast development, previously held off-balance sheet, turned net interest receipts of £900,000 last time into a charge of £1.2m. The development contributed £2.4m to group operating profits of £5.3m (£4.7m).

Laing has a further £15.2m of off-balance sheet borrowings, held in three joint ventures and paying their own interest charges. It has net cash of £53.7m (£10m) following its £39m share placing in June.

Laing's US housing business made deeper operating losses

of £3.6m (£1.5m), reflecting a £2.7m land write-down, while UK housing made a £500,000 operating profit (losses £1.6m).

Laing sold a total of 1,224 (792) housing units and expects to meet its full-year target of 3,410 (2,175). UK land prices are rising about 5 per cent over the full year as competition for smaller sites increased.

Mr Laing is not anticipating "major price rises" on housing units but said the cost of consumer incentives fell about 1 per cent over the half year.

Operating profits from construction struck mainly in the "deteriorating" UK market fell

to £4.8m (£3.4m). Laing will resist tendering at "unrealistic prices".

Higher margin construction contracts won in the 1980s are almost complete and Laing is aiming to increase its proportion of overseas orders, now about 20 per cent of turnover, where operating margins average 10 per cent compared with a 2.5 per cent peak in the UK.

Property and investments returned 24.6m profits (losses £800,000).

The interim dividend is being maintained at 3p covered by earnings of 4.1p (4.5p).

Restructuring costs leave Arjo 36% lower at £63m

By Paul Abrahams

ARJO WIGGINS Appleton, the Franco-British paper group, yesterday reported pre-tax profits for the first six months to June 30 down 36 per cent from £99.1m to £63m.

Earnings per share fell 52 per cent from 7.5p to 3.6p. This was partly because of lower selling prices, but also a £14.6m provision for restructuring at the Cesea Spanish pulp and forestry operations and the German Buhl decorative paper business.

A quarter of the workforce at Cesea will be cut, and Buhl's mill at Ettlingen is being closed. Without the restructuring costs, earnings per share fell 28 per cent to 5.4p.

The company also booked an £8.8m loss on foreign currency loans for the Portuguese Soporal operations following the devaluation of the escudo. Since June there have been

further devaluations. The interim dividend was unchanged at 2.65p.

Mr Cob Stanham, chairman, said the business climate continued to be arduous. Recovery in the US and UK remained subdued and uneven. Poor demand in continental Europe and overcapacity affecting several product ranges would continue to restrict the group's profit recovery prospects until at least the second half of next year.

The company intends to secure a listing on the Paris Bourse later this year. Mr Stanham said the aim of the listing would be to widen AWA's shareholder base. The undue influence of AWA's minority French shareholders have caused concern among some UK institutions.

The results were achieved on turnover up 10 per cent from £13.8m to £14.95m. At constant exchange rates, sales volumes

were up 1 per cent, but prices fell 5 per cent. Operating profits, including the exceptional items, dropped from £112m to £99m.

European paper manufacturing turnover increased from £637m to £676m, but fell 8 per cent at constant exchange rates. Cost savings only partly offset price cuts, leading to trading profits down from £51m to £25m after the exceptional restructuring costs.

The Appleton North American operations' trading profits rose 34 per cent to £71.4m, or 12 per cent in dollar terms. US paper operations increased their sales 4 per cent from \$519m to \$540m.

Debt increased to £251m, compared with £286m a year earlier thanks to high capital expenditure of £98m and the take up of shares during a Soporal rights issue. Interest costs increased from £12.2m to £18.8m.

Swallowfield rises 24% to £522,000

SWALLOWFIELD, the aerosol and cosmetics manufacturer, reported pre-tax profits ahead 24 per cent at £522,000, against £421,000, in the 24 weeks to June 19. Turnover rose 40 per cent from £8.6m to £12m.

Mr Tony Wardell, managing director, said that within the encouraging performance the results of individual companies were mixed. Aerosols continued to provide most of the turnover and profits and reported a 30 per cent rise in volume but only 12 per cent in value.

In cosmetics, the UK side increased profits but the Belgian-based manufacturer had yet to be turned round.

The pre-tax figure was after increased interest charges of £34,000 (£256,000). Earnings per share were 2.5p (2.2p). The interim dividend is held at 2.3p.

Christies benefits from weaker pound and improves to £7m

By Catherine Milton

STERLING's depreciation helped Christie's International, the auctioneer, to advance pre-tax profits from £2.11m to £7.06m in the six months to June 30.

Sir Anthony Tennant, its new chairman, said: "A substantial proportion of this increase is associated with the effect of sterling's depreciation during the last year, but it is pleasing to note that underlying sales grew by 4 per cent in the period."

Turnover rose to £54.8m (£51.4m), helped by a £5.58m first-time contribution from Spink & Son, the fine art

dealer acquired in April.

Sir Anthony said: "While we are encouraged by these signs of improvement, we are seeing relatively modest results in certain other categories where some owners have been slow to regain the confidence to consign works of art to the market." Cost controls had contributed to the profits improvement, with last year's efficiency programme continuing to bring benefits. The increase in March of the "buyers' premium", a commission paid on purchases, had improved margins.

Sales growth had been strengthened by demand for 19th and 20th century pictures,

with impressionist and modern pictures achieving a 57 per cent increase.

The company said highlights included Monet's La Jetee du Havre, which sold for \$9.7m (£5.29m) in New York and Rembrandt's Jeune Fille portant une Corbeille de Fleurs, which fetched \$5.7m in London.

Jewellery sales had also improved substantially, as did volume in a number of decorative art departments. Demand also hardened in the middle market, with sales at Christie's South Kensington rising by 22 per cent.

The interim dividend is unchanged at 0.5p. Earnings per share were 2.51p (0.7p).

NEWS DIGEST

JIB Group advances to £11.7m

JIB GROUPE, the insurance broker, yesterday announced a 9 per cent increase in pre-tax profits to £11.7m for the first six months of 1993.

Earnings per share were up 12 per cent to 6.8p (5.8p). The interim dividend is unchanged at 2.5p.

Turnover from insurance broking increased by 19 per cent to £100.6m, with about half the increase attributable to the strength of the US dollar in the period compared to last year. Income from the Lloyd's members' agency fell to \$800,000 (£1.3m). Investment income was £8.4m (£9.5m).

Mr John Barton, chief executive, said that JIB had set aside \$250,000 to meet costs arising from litigation involving its Lloyd's members' agency.

All-round growth at British Dredging

Progress all round coupled with much higher net margins enabled British Dredging to raise pre-tax profits by 28 per cent from £578,000 to £738,000 in the first half of 1993.

Turnover of the building materials, ship repairing and concrete products group, rose only 7 per cent to £17.5m. Mr Fane Vernon, chairman, said this increase was entirely due

to the full six months' contribution from the 604 builders merchants business which was acquired in March 1992 and from Selco's Cardiff branch - opened in July 1992.

Operating profits grew 83 per cent to £655,000. Net interest received was lower at £84,000 (£306,000) because of the group's investment in new branches of JT Edwards and Selco Trade Centres and reduced interest rates.

Last time there was also an exceptional charge of £85,000. Earnings per share increased from 2.2p to 2.83p, while an unchanged interim dividend of 2.6p is declared.

Thompson Clive net assets ahead

Thompson Clive Investments, the venture capital company, reported net asset value per share of 196.5p fully diluted at June 30, against 175p a year earlier and 188.8p at the end of 1992.

Net profit for the first half of 1993 was £46,000 (£166,000) and earnings per share came to 0.36p (1.3p).

North Sea Assets shows improvement

Boosted by a full-year's programme of activity falling in the first six months from its Hydra-Lok subsidiary, pre-tax profits of North Sea Assets, oil and gas services group, expanded to £1.18m for the period to June 30.

This is compared with £94,000 which was after incurring £653,000 losses on the sale of assets in discontinued operations.

The directors pointed out that 1993 figures included costs of £209,000 incurred in evaluating and negotiating the purchase of "a significant offshore services group".

Earnings per share were 2.41p (0.17p).

Reduced £125,000 loss for Roxspur

Reduced pre-tax losses of £125,000 were announced by Roxspur, maker and installer of playground equipment, street furniture and rubber safety surfacing, for the year ended May 31. For the previous 14 months there were restated losses of £755,000.

Mr Ian Orrock, chairman, said the fall in turnover from £5.45m to £4.18m reflected the uncertainty surrounding the future of the group during the first half, together with the scale of the recession, competitive conditions and the uncertainty in the local authority sector of the group's market.

The pre-tax result was after exceptional cost of sales of £180,000 relating to works required to correct a substantial number of manufacturing and installation problems, and an exceptional £50,000 for rationalisation and reorganisation costs.

Losses per share fell to 0.9p (13.6p).

Alliance Canadian rights cancelled

Alliance Resources, the oil and gas exploration and production concern, said that as a result of receiving incorrect legal advice in Canada, its rights issue there did not comply with local security laws. Accordingly, the company had decided to cancel the offer in Canada and return monies received.

Last month, the company announced that the 10.97m new ordinary shares not taken up in the issue had been sold by Durlacher & Co. Acceptances were received in Canada in respect of 1.86m rights shares.

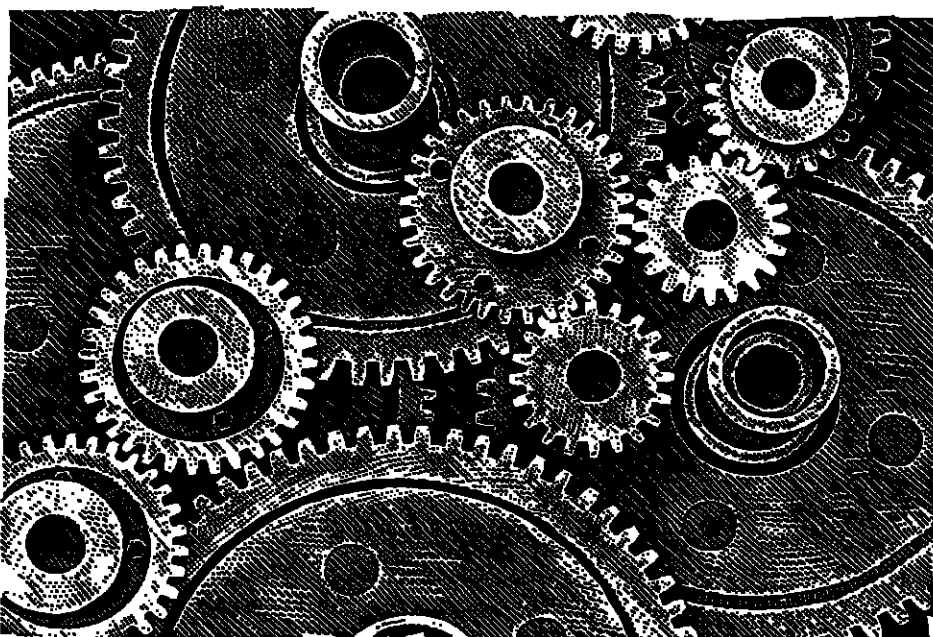
However, those holders whose shares are registered in Canada - including many UK institutions - are to be allowed to subscribe at the original issue price of 5p per share for the number of shares for which they accepted in Canada.

Touche Ross to buy CSL for £5.8m

Touche Ross, the chartered accountancy and management consultancy concern, is to acquire CSL for £5.8m.

CSL is a leading consultancy and managed services company to the public sector, particularly local and health authorities.

As progressive as BTR



1993 Half Year Results

	First half 1993	First half 1992
Sales	£4,872m	£4,310m
Profit before tax	£602m	£548m
Earnings per share	11.3p	10.6p*
Dividend per share	4.95p	4.65p*

* Adjusted for the June 1993 2 for 3 bonus issue.

FOR YOUR COPY OF BTR'S 1993 INTERIM ACCOUNTS WRITE TO BTR plc, SILVERTOWN HOUSE, VINCENT SQUARE, LONDON SW1P 2PL. TELEPHONE: 071-834 8488



COATS VIYELLA FINANCE N.V. 725% GUARANTEED REDEEMABLE CONVERTIBLE PREFERENCE SHARES DUE 2004.

Coats Viyella Plc confirms that holders of the above shares who lodge a conversion notice with the Conversion Agents on or before 3.00 pm on 29 September 1993 will be able to accept the offer of an enhanced share dividend alternative to its interim dividend.

The value of the dividend offered to shareholders in the form of new ordinary shares under the Enhanced Share Dividend Alternative will be 4.875p which is 50 per cent more than the 1993 interim cash dividend of 3.25p net per share being paid to the ordinary shareholders of Coats Viyella Plc.

CONVERSION AGENTS

Clitbank N.A.,
249 Avenue de Tervuren,
B-1150 Brussels.

Clitcorp Investment Bank
(Luxembourg) S.A.,
16 Avenue Marie Thérèse,
L-2132 Luxembourg.

Clitcorp Investment Bank (Switzerland),
Bahnhofstrasse 63,
CH-8021 Zurich.

COMPANY NEWS: UK

Slight decrease to £30m and cautious note sounded on second half

Bird fight puts heat on Booker

By Andrew Bolger

BOOKER, the food distribution and agribusiness group, yesterday reported a slight decrease in interim profits and sounded a downbeat note about the outlook for the second half.

Mr Jonathan Taylor, chairman, said: "Overall, current trading is satisfactory but... we remain cautious for the year as a whole."

Mr Taylor said he was concerned about the group's Arbor Acres chickens farms in the US, which were facing increasing competition, and the possible adverse impact on consumer confidence in the UK of November's budget.

Pre-tax profits fell from £36.8m to £29.9m in the six months to June 12, although the previous period was flattened by a £3.3m gain on disposals. Sales rose from £1.47bn to £1.5bn and operating profits from £37.4m to £38.3m.

In spite of sluggish trading conditions, Booker said effective action had been taken to increase operating efficiencies and reduce costs, so margins had improved slightly.

Food distribution profits recovered strongly from £18.2m to £19.2m. Sales in cash and carry started to improve during the second quarter and this trend was improving.



Jonathan Taylor: action taken to increase operating efficiencies

More important were the cost savings resulting from the extension of information technology throughout the depot system. The total group workforce fell by 1,340 to 21,000, with most of the job losses occurring in cash and carry.

Booker Fitch Food services improved profits as a result of tighter operation control. Its biggest fast-food contracts had been concentrated into two

dedicated depots, reducing costs. However, the catering market remained dull.

Within food distribution, current trading was improving, but the group said it was not possible to predict the impact of the next budget, which would come before the peak Christmas period.

Profits from fish and prepared foods were static at £8.6m (£9.8m). The group said

it was difficult to secure price increases from supermarkets to compensate for higher costs. Agribusiness profits fell to £8.8m (£10.1m). In the UK, McConnell Salmon had returned to profit and other businesses were benefiting from sterling's devaluation.

Earnings fell to 10.5p (12.2p), although excluding exceptional items they rose from 10.42p to 10.51p. The interim dividend was held at 7.5p.

COMMENT

The preference of US consumers for chickens with lots of white meat is hurting Booker, which breeds birds with more dark meat than the competition. It will be 1995 before a suitable female bird is ready, so the pain could continue for some time. Meanwhile, the success of rationalising food distribution shows that Mr Charles Bowen, the recently appointed chief executive, has plenty of scope for improving controls further. The shares are on a prospective multiple of 13, a 15 per cent discount to the market and just below the food sector's rating. A maintained dividend looks assured. The shares, down 9p to 432p, are underpinned by a prospective premium yield of more than 6 per cent, but are unlikely to advance until the new man shows his hand.

Friendly Hotels calls for £10m

FRIENDLY Hotels is seeking £10m net through a 1-for-3 rights issue at 150p a share. The proceeds will be used to reduce indebtedness and strengthen the balance sheet ready for further expansion.

The shares closed down 7p at 175p.

The company also announced lower interim pre-tax profits of £679,000 (£908,000) on turnover of £13.5m, against £13.9m, which included £1.63m from discontinued activities. Fully diluted earnings per share were 3.4p (4.3p) and the interim dividend is maintained at 2.2p.

The company said the last equity issue was of £11.6m convertible preference shares in 1989.

Taking into account the rights proceeds net borrowings will be £30.1m for gearing of 37 per cent.

The preference holders can apply for shares on the basis of 10 ordinary for 81 of the 4.75 per cent convertible, 100 ordinary for 459 of the 5 per cent convertible and one ordinary for nine 7 per cent convertible.

On the results the company said the first half had proved more variable than anticipated, with the average room rate being affected adversely by increased competition.

Components side helps lift T&N 14% to £39m

By David Blackwell

T&N, the motor components and engineering group, boosted first half pre-tax profits by 13.5 per cent to £39.4m in spite of what the directors described as "severe recessionary conditions in continental Europe."

Mr Colin Hope, chairman and chief executive, said the group's automotive component businesses had provided most of the increase, although the bearings and friction products divisions had also made increased contributions. He said T&N had improved margins in the period to end-June from 7.8 per cent to 8.3 per cent.

Customer demand in Europe was continuing to decline, and it would be some time before a recovery was seen. While the UK would be hampered by the European recession, brighter conditions were seen in North America and the Far East.

"Much potential exists for further market share gains and margin improvement," he added.

Trading profits in North America, where the group now supplies all three Japanese motor makers, were up 50 per cent to £18.8m (£12.5m). In the UK, which lifted direct exports by 8 per cent, trading profits

were 18 per cent ahead at £24.5m (£20.7m).

Mr Hope said that elsewhere, in very difficult trading conditions, profits had been maintained at similar levels to last year.

Group turnover was 8.7 per cent higher at £774.5m (£712m). Operating profits were up by 15 per cent at £54.2m (£47.1m) after allowing provisions of £9.8m (£8.5m) for claims related to its former asbestos activities.

Earnings per share were 5p (4p). The group is proposing an unchanged full-year dividend of 10.85p, payable at the interim, with the alternative of an enhanced scrip dividend valued at 16.275p per ordinary share.

Hoare Govett is offering to buy the scrip shares for not less than 98 per cent of face value, or about 15.55p. If all the shareholders took the enhanced dividend, T&N said it would save £50m cash on dividend payments and £14.5m on advanced corporation tax.

T&N completed the DM250m (£100m) acquisition of Goetze, the German piston ring producer, in June, when the first

instalment of DM90m was paid and 21.9m T&N shares were placed to raise £37m.

Rationalising Goetze's activities were on course.

Net borrowings at June 30 were £435.5m, up from £238.2m at the end of last year and giving gearing of 80 per cent.

COMMENT

Given the prevailing trading conditions in the motor sector, this is a very good set of results. Raising margins in this climate is a rare feat which shows that the drive to cut costs and boost market share is paying off. T&N has kept its shareholders loyal during a near-decade of restructuring by offering them a high yield.

Their cup runs over with payment of an enhanced scrip dividend in full at the interim stage. Holders of the stock this calendar year will enjoy a yield near 10 per cent. Questions remain over who will hang on when the shares go ex-dividend - yield fund managers will certainly start to look elsewhere as they stare at a less prosperous 1994. But it could mark the transformation of T&N from a yield stock to a growth stock.

Coats Viyella hits £63m and keeps an eye on China

By Roland Rudd

COATS Viyella, the textiles and clothing company, is hoping to reduce gearing by 20 per cent by enticing preference shareholders to convert to ordinary stock with an enhanced dividend.

The offer of a scrip dividend was announced as the group unveiled a 35 per cent increase in pre-tax profits to £62.8m (£46.4m). Turnover rose to £1.2bn (£1bn).

Profits were helped by a 27.2m gain from the lower pound and a 50 per cent increase in UK operating profits to £20.8m.

Following a series of acquisitions and joint ventures, borrowings rose to £509m (£474.5m) representing gearing of 62 per cent. This is expected to fall to around 45 per cent by the year end.

However, this could be cut by another 20 per cent if the 115m preference shareholders convert to ordinary stock in order to take advantage of the scrip dividend. Its value of 4.875p compares with the declared ordinary interim dividend of 3.35p (3p). For each share offered under the issue Barclays de Zoete Wedd is offering cash of 4.7775p.

The shares yesterday rose 1p to 267p. The group is confident that the stock will remain above the preference shareholder conversion level of 251p until the end of the month.

If the scrip is taken up by shareholders it will save the company £25m which will be used to invest in the compa-

ny's joint ventures in China. Mr Neville Bain, chief executive, said: "We have already signed six joint ventures and are confident of clinching more shortly. There are enormous opportunities in China; there are 1.2bn people who are not fully clothed."

Mainland Europe was the only area where profits fell. Mr Bain blamed the deepening recession for the decline in Continental profits to £12m (£19m) and said further rationalisation would take place in the second half.

Earnings per share rose to 5.9p (4.3p).

COMMENT

Coats Viyella's scrip dividend is worthy of support since the company is pin-pointing specific investment in China which should offer a good rate of return. With net cash inflow from normal operating activities jumping from £13m to £52m shareholders are not being asked to shore up the balance sheet. Borrowings are likely to fall sharply by the year end as preference shareholders convert to ordinary stock to qualify for the enhanced payout. That would give the company more headroom to build on its investment in China and make further strategic acquisitions.

Forecast annual pre-tax profits of £150m put the shares on a prospective multiple of 17.7. With further gains from the devaluation of sterling to flow through the shares still look attractive on a premium rating.

Reverse for Ford leaves Gowrings in the red

WITH TURNOVER down from £26.34m to £25.69m, Gowrings, the motor dealer and leisure group, suffered pre-tax losses of £137,000 for the first six months of 1993, against £172,000 profits.

Mr John Fowles, chairman, stated that the two Ford dealerships experienced "a most difficult six months' trading". He explained that Ford's loss of market share, together with

an erosion of new car margins and reduced manufacturer's incentives, "had a dramatic effect on our results".

The leisure division produced doubled trading profits for the period of £187,000 (£90,000) while the motor side made just £3,000 (£270,000).

Losses per share were 1.84p against 1.62p earnings and the interim dividend is unchanged at 1p.

Lower provisions help DY Davies cut losses

Losses at DY Davies, the USM-quoted architect, were cut from £1.67m to £884,000 pre-tax for the 12 months ended April 30.

The figures were helped by a reduction in exceptional provisions to £553,000 (£950,000) and lower interest costs of £259,000 (£287,000).

Turnover improved to

£7.36m (£7.29m) and at the operating level there was a swing from losses of £430,000 to profits of £128,000. Losses per share emerged at 11.5p (21.5p).

Directors said the industry was still in the grip of recession, construction prices were down, fee bidding was competitive and demand was low.

Perry expands and plans to raise £9.6m via rights

PERRY Group, the motor dealer, plans to raise about £9.6m through a 1-for-3 rights issue of up to 6.27m new ordinary shares at 150p each.

The proceeds will initially be used to reduce short-term borrowings, but the company also intends to develop and invest in areas of its core business.

The group also announced a jump in pre-tax profits from

£553,000 to £2.86m for the half year to June 30. Turnover edged ahead by £180,000 to £151.2m.

Earnings per share advanced to 10.4p (2p) and the interim dividend is held at 2.75p. The directors expect to recommend a final of not less than 4.25p.

County NatWest is underwriting the cash call and brokers are Smith New Court.

GLOBAL EXPANSION IN BEVERAGES AND CONFECTIONERY

1993 HALF YEAR RESULTS (Unaudited)

"The Group has enjoyed an excellent first half with sales increasing by 16.3%. The trading margin improved to 10.0% with marketing support up by 11.6%. Capital expenditure was up 12.7% and previous investment programmes have contributed to improved productivity and customer service."

Sales	£1,709.0m	+	16.3%
Trading Profit	£171.1m	+	21.6%
Pre-Tax Profit	£166.2m	+	32.0%
Earnings per Share	12.40p	+	20.9%
Dividend per Share	3.60p	+	9.1%

Pre-tax profit rose by 32% to £166.2m. EPS increased by 20.9%. Adjusting for exchange rate movements the growth in earnings was 12%. An interim dividend of 3.6p has been declared giving an increase of 9.1%.

Net borrowings at £509m compared with £491m in 1992 despite the increase in activity and £29m spent on acquisitions. Our interest charge is covered 7.6 times.

Our increased stake in the US based Dr. Pepper/Seven-Up Company, raising our shareholding to 25.9%, represents an excellent investment opportunity. The proposed acquisition of A&W Brands would increase our market share in US carbonated soft drinks from 3.4% to 5.6%.

The Group has demonstrated a strong performance in the first half and although the markets of continental Europe continue to be depressed I am confident that the Group will show significant progress this year."

Dominic Cadbury

Dominic Cadbury, Chairman

Cadbury Schweppes

MANAGEMENT PROVEN IN THE MARKET PLACE

Regulatory squeeze on margins and OFT requirement hits UK supply activities

British Gas static after better second quarter

By David Lascelles, Resources Editor

ALTHOUGH the half year results of British Gas were little changed from the half year point last year, the overall figures released yesterday masked a continuing change in the company's structure.

As foreshadowed by a statement made at the time of the Monopolies and Mergers Commission report last month, profits for the six months to June 30 on a historical cost basis were £834m compared with £637m a year earlier.

That included a second quarter loss of £16m, a slight improvement on the corresponding quarter's deficit of £21m.

The interim dividend remains unchanged at 6.4p.

The result showed a fall in operating profit from UK gas supply from £809m to £742m

because of the regulatory squeeze on margins and the Office of Fair Trading requirement that British Gas divest itself of a major portion of the industrial market.

Mr Cedric Brown, the chief executive, said that 50 per cent of the firm's contract market and 17 per cent of the market for customers using more than 2,500 therms a year was now in the hands of the competition.

Mr Philip Rogerson, finance director, said that overall gas sales were down 2 per cent, but the result included a benefit of £36m attributable to the slightly colder weather in the UK over the period.

Regulatory actions cost the company £140m in the first half through enforced loss of market share and price controls.

Against this, overseas gas supply raised its contribution

from £94m to £123m, and exploration and production rose from £112m to £196m. British Gas is now active in Argentina and Canada, and expects to sign a major contract shortly in Trinidad.

Mr Robert Evans, the chairman, said that the relaxation of the price formula recommended by the MMC "will do little to restore the profitability of the UK gas supply business. Even with the major rationalisation which we intend to implement, profits from that business will not reach the levels achieved in recent years, and the adverse effects will be felt by the company as a whole."

He said the investment programme, which totalled £2bn last year, would have to be reduced. However, he believed that the structure proposed by the MMC would introduce "a measure of stability and clarity" to the industry.



Robert Evans: Investment programme will have to be reduced

British Gas has already warned that the changes being forced upon it will result in the

loss of 20,000 jobs over three years. So far this year, 3,000 have gone, bringing the total down to 79,284.

Dutch purchase of Newey enforces European role in electrical distribution

By Ronald van de Krol in Amsterdam

HAGEMEYER, the Dutch company which has agreed to pay BTR up to £165m for Newey & Eyre Group, said the management of the Birmingham-based electrical distributor would remain after the acquisition.

Hagemeyer, which is 63 per cent owned by First Pacific of Hong Kong, is an international trading house specialising in automobiles, consumer electronics, specialty foods and luxury goods.

It also supplies electro-technical products. The timing of the acquisition fits Hagemeyer's pattern of takeovers in the field of electrical distribution. In 1989 it acquired the Dutch group Bernard, and followed that up two years later with the purchase of a large majority stake in Fröschl of Germany.

Mr Andrew Land, chairman of Hagemeyer, said the management team of Newey had managed to maintain a reasonable level of profit during a severe UK recession.

The purchase comes as the British construction industry is showing signs of emerging from recession.

Mr Land said: "We are cautious and do not expect a very decided upturn, but we do expect an improvement in conditions."

Given the normal time lag of six to 12 months, Hagemeyer expected Britain's market for electro-technical supplies to show an "upkick" in the second half of next year.

The acquisition of Newey will not only boost the Dutch company's turnover by one-third to more than £1.4bn (£1.6bn), but it will also bring into reach a long-standing goal of building up a significant European electro-technical

business. Its aim for the past five years has been to generate sales of at least £1.25bn per year in the electro-technical sector by 1995.

Newey's turnover of £1.1bn, plus existing electro-technical turnover of nearly £1.2bn, puts Hagemeyer comfortably on course to reach this goal, Mr Land said yesterday.

Mr Land said that Hagemeyer usually takes two years to absorb and integrate a major electro-technical acquisition, meaning that a similar-sized deal should not be expected for another two years. Smaller, "rounding" acquisitions of companies with turnover of between £150m and £200m are possible, he said.

Hagemeyer expects to decide before the end of the year how it will finance the purchase of Newey. Mr Land did not rule out a share issue but said the decision would rest on a number of factors.

ERM turmoil behind fall at Woodchester to £16.4m

By Tim Coone in Dublin

WOODCHESTER Investments, the Dublin-based leasing and banking group, which is 49 per cent owned by the Credit Lyonnais Group, has reported a 5.2 per cent drop in pre-tax profits to £16.4m (£15.3m) for the six months to June 30.

The fall reflects the turmoil in the ERM early in the year, prior to the devaluation of the punt, which caused interest rates to soar and is estimated to have cost Woodchester about £2.5m, similar to the final quarter of 1992.

Mr Craig McKinney, chairman and chief executive, said "If it hadn't been for the ERM crisis profits would have been up on last year". He explained that most of the group's lending is on fixed rates, with 90 per cent of the portfolio hedged against interest rate move-

ments on the three-to-six month Dublin interbank market. When short-term rates soared, Woodchester therefore had to absorb the cost.

The result includes a first-time contribution from CLLE, the European leasing arm of Credit Lyonnais, in which Woodchester took a 30 per cent stake in November 1992, and which boosted profits from associated companies by 140 per cent to £2.8m.

Mr McKinney said, however, that new business volumes and net interest income in CLLE's operations were below budget by 21 and 12 per cent respectively, "due to the generally poor economic climate throughout Europe".

CLLE is a strategic area for Woodchester's future development plans, by building on its success in the UK and Irish small and middle-ticket leasing

markets, to expand throughout Europe.

Market analysts in Dublin expect CLLE's contribution to improve in 1994, and pointed to the continuing strength of Woodchester's car leasing business in both Ireland and the UK, where new business is up 5 per cent and 30 per cent respectively. In Ireland this has been achieved against a backdrop of a 6 per cent decline in car registrations.

Earnings fell by 15 per cent to £3.7p (7.47p), reflecting both the fall in pre-tax profits and a 6 per cent increase in shares in issue since 1992. A 15 per cent increase in the interim dividend to 2.05p (1.81p) has been declared, which brokers said was indicative of Woodchester's confidence for the year.

A full-year result of about £37m pre-tax and earnings of about 15.5p are being forecast.

Hall Engineering doubles to £3.75m with help of associates

By Andrew Baxter

HALL ENGINEERING (Holdings) yesterday announced more than doubled first-half profits and joined the growing list of companies to offer an "enhanced" scrip dividend to save cash and reduce its tax bill.

The Shrewsbury-based steel stockholding, construction products and engineering group lifted pre-tax profits from £1.55m to £3.75m as operating profit rose by one-third, the share of associated company profits jumped by two-thirds while the interest charge fell by one-third.

Earnings per share jumped from 2.27p to 8.2p. The record £3.2m (£1.96m) profit from associated companies - almost all of which came from the four companies in Singapore, Indonesia and Hong Kong - served to high-

light Hall's tax poser. As profits derive predominantly from overseas it is less able to offset its ACT liabilities.

Hall is to accelerate the dividend payment by making an interim pay-out of 6.48p (3.3p) and, as an alternative, offer shareholders new shares based on an enhanced figure 50 per cent above the interim cash dividend.

These shares can be sold to Kleinwort Benson at a minimum guaranteed price.

Mr Richard Hall, chairman, said that if the scrip dividend was fully subscribed, the company would save £2.5m: from not paying the dividend net the related ACT. On a pro-forma basis earnings per share would improve by 2.1p and gearing would be lower by 8 percentage points.

Hall's move, timed to preempt any possible Budget measures, comes as UK profits

mount an impressive recovery, which will reduce the amount of ACT that the company has to write off.

In steel stockholding, a deficit of £108,000 in the first half of last year was turned into an operating profit of £368,000 this time. "There is much more stability in the market and we are having much less trouble getting our margins", said Mr Hall.

The BRC steel reinforcement business, strengthened by new management, posted an operating profit of £117,000, compared with a £69,000 loss.

In contrast, profits fell in the engineering division from £1.1m to £1.05m. This reflects a £500,000 provision for 90 redundancies at the Stado pressings business, and a loss of £300,000 in Stado's automation business, where profits on some important long-term contracts have yet to be booked.

Ropner down to £1.6m but confident

PRE-TAX profits for Ropner, the Darlington-based engineering, shipping and property group, fell from £1.72m to £1.63m in the first half of 1993.

However that hid an improvement in all divisions which produced increased operating profits of £1.55m (£982,000). Investment income, less interest payable, fell from £733,000 to £55,000.

Mr Jeremy Ropner, chairman, expected profits in the second half to be above those for the first.

Turnover rose to £9.01m (£8.26m). Earnings per share were 4.2p (4.4p) and the interim dividend is maintained at 3.5p.

Great Southern advances 13%

Despite a further small decline in the national mortality rate, Mr James Smillie, chairman of the Great Southern Group, funeral services concern, announced a 13 per cent increase in pre-tax profits from £2.55m to £2.88m for the first six months of 1993.

Turnover of this USM-quoted company advanced by 9 per cent to £16.15m (£14.76m) while the profit figure was after lower interest of £503,000, compared with £554,000.

Earnings per share were 14.4p against 12.5p, while the interim dividend is stepped up from 3.6p to 4p.

Sumit net asset value rises to 103p

Sumit, the development and venture capital investment trust, reported fully diluted net asset value per share of 103p at June 30 compared with 97p a year earlier. The rise reflected an improvement in the performance of a number of the investments.

With gross revenue advancing to £582,000 (£570,000) for the first half of 1993 net profits were up from £22,000 to £243,000. Earnings per share were 3.4p

(0.3p) and an interim dividend of 0.7p (nil) is being paid. The company said it was confident the improvement seen in the first six months would continue in the next 12 to 18 months.

Albany Investment net assets ahead

The net asset value of Albany Investment Trust stood at 139.77p per share at August 31 compared with 98.21p a year earlier and 127.75p at the trust's February 28 year-end.

Net revenue for the half year fell to £208,400 (£247,500) for earnings per share of 2.08p (2.47p).

The interim dividend is maintained at 1.25p.

Austin Reed opens shop in Japan

Austin Reed, the upmarket clothing retailer, yesterday opened its first shop in Japan, through a licensing agreement with a Japanese tailor, writes Emiko Terazono in Tokyo.

The move comes as the country's prolonged economic slump has affected consumer confidence, especially in clothing. Leading department stores have been forced to offer cheaper suits due to the aggressive price cuts by discount retailers, which have gained popularity as more Japanese have started to refrain from spending.

Mr Barry Reed, chairman, said he was aware of the latest trend in the men's clothing market, but he believed that in the long run, the Japanese would opt for quality clothing.

Austin Reed has been available in the Japanese market for the past 20 years, through licensing agreements with the country's apparel makers.

The company hopes to attract customers, who are familiar with its flagship store on London's Regent Street. The outside appearance of the new shop, located in Ginza, the luxury shopping centre of Tokyo, is modelled after the Regent Street store and is made of the same stone material.

The retailer expects to see sales of ¥70m (£430,000) in the first year.

Details of FT-SE announcements

This is the text of the notice issued on Wednesday by the FT-SE Actuarial UK Indices Committee.

The Committee, at its meeting today, proposed a change to the rules concerning the definition of a UK company for index purposes.

It is a principle of the indices that only UK companies are eligible and the purpose of the rule change is to clarify the treatment of stapled units which include shares in both UK and non-UK companies.

The proposed rule change involves an additional requirement that companies eligible for membership shall pay dividends franked for UK corporation tax purposes (or if there is currently no dividend, would do so).

Cases where shareholders may elect to receive either a franked or a non-franked dividend (ie, where it is not mandatory, when receiving a dividend, to receive a franked dividend) would not be eligible.

All index rule changes require to be approved by the FT-SE Actuarial Share Indices Steering Committee which next meets on October 6, 1993.

If the proposed rule change is approved by that Steering Committee,

neither new Rothmans units nor Vendome units would be eligible for inclusion in any of the FT-SE Actuarial Share Indices for the UK; "old" Rothmans International would remain a constituent of the indices until the forthcoming reorganisation becomes effective.

The status of SmithKline Beecham units (which have been included in the indices for several years) would become anomalous. Each unit consists of 8 ordinary shares in the UK company (which pays no dividend) and US preference shares of a US subsidiary which is responsible for all the dividends on the unit; thus the unit pays a dividend which is not franked for UK corporation tax.

The units will continue to be included in the indices while consultation takes place with interested parties including the company and its advisors. SmithKline Beecham A shares (whose dividends are franked) are not the subject of such consultation and will remain a constituent of the indices.

Notes: Rule 4.9 of the Ground Rules for the Management of the UK Series currently defines an eligible UK company as a company "incorporated and

registered for tax purposes in the UK".

Under the proposed revised rules, Eurotunnel plc will remain eligible for inclusion in the FT-SE Actuarial Share Indices. The weighting of Eurotunnel plc will remain unchanged at 50 per cent of the Eurotunnel units.

Details of annual changes

The Committee approved constituent changes to be made to the FT-SE SmallCap and FT-A All-Share after close of business on 31 December 1993. In accordance with ground rule 4.8(c), the minimum size of constituent for FT-SE SmallCap companies has been set at £30m.

There will be an additional 74 new companies included in the FT-SE SmallCap Index and FT-Actuarial All-Share, with 40 existing companies being removed. For inclusion: Allied Leisure, Associated Nursing, Avesco, Birkby, Britton Group, Burnside Investments, Cairn Energy, C.A.I.A., Cannon Street Inv. Capital & Regional Props, Capital Industries, Debenham Tewson &

Chinooks Holdings, Derwent Valley Holdings, Development Securities, Drayton English & International Trust.

East Surrey Holdings, Equity Consortium Investment Trust, European Smaller Companies, Eve Group, Farepak, Filofax, First Philippine Investment Trust, First Technology, Flextech, Gardiner Group, GBE International, Govett American Smaller Cos, Grainger Trust, Greaham Telecomputing, Guinness Peat Group.

HIV Group, Haemecell, Haynes Publishing Group, Headlam Group, Helical Bar, Higgs & Hill, In Shops, International Business Comms, Learmonth & Burchett Management Systems, Lilleshall, Linton Park, London Atlantic Investment Trust, Lookers, ML Holdings, Magellan Industries, Maybourn Group, Metal Bulletin.

Mid-States, Mitie Group, NMC Group, North American Gas Invest Trust, North Atlantic Smaller Cos Investment, P&P, Pifco Holdings, Plaza Express, Portmeirion Pottery, Quicks Group, River & Mercantile Smaller Cos, Sanderson Electronics, Sanderson Murray & Elder.

SelectTV, Shaftesbury, Smaller Companies Investment Trust, St Modwen Properties, Sterling Industries, Sterling Publishing Group, Stylo, Sutcliffe Speakman, Tengel Diagnostics, Throgmorton 1000 Smallest Cos Trust, Tops Estates, Union Discount, US Smaller Cos Investment Trust, Wills Group.

For exclusion: AAF Industries, Anglo United, Ashley Group, Baltic, Benson Group, BM Group, Caird Group, Campbell International, Dalepak Foods, Dolphin Packaging, Elswick, Everest Foods, FI Group, Haggas (John), Hampson Industries, Herring Baker Harris Group, Hi-Tec Sports.

I&S UK Smaller Companies Trust, Ipeco Holdings, Leslie Wise Group, Linx Printing Technologies, Lionheart, MacDonald Martin Distilleries, Maddox Group, McCarthy & Stone, Metro Radio Group, Midland & Scottish Resources, MTM, OIS International Inspection.

Pilot Investment Trust, Porter Chadburn, Prospect Industries, Radio Clyde Holdings, Reliance Security Group, Rosebery, Savromex, Sherwood Computer Services, South Staffordshire Water Holdings, Starmin, Triton Europe

National Westminster Bank

DON'T MISS THE BOAT!

The MatWest FT Exporter Awards could recognise your company's professionalism. The Forums could help you to improve it!

These nationwide events are a must for anyone in exporting or importing.

Send the coupon now for details.

OCTOBER	NOVEMBER
Leeds - 5th	Birmingham - 4th
Manchester - 7th	London - 9th
Bristol - 14th	Belfast - 11th
Newcastle - 19th	
Cardiff - 21st	

In association with the Institute of Export and the Export Bank

Please send me details of the MatWest/FT Exporter Excellence Awards ☐
Please send me details of the MatWest/FT Exporter Excellence Forums ☐

Name _____
Title _____
Company _____
Address _____
Bank _____

International Trade and Banking Services

Send this coupon to: National Westminster Bank Plc, International Trade and Banking Services, 3rd Floor, West House, 210 Pentonville Road, Kings Cross, London. N1 9JT.

The Financial Times plans to publish a Survey on

MEXICO

on Monday, October, 11th 1993

against a backdrop of next year's Presidential elections, and with the North American Free Trade Agreement still hanging in the balance.

The survey will include among other topics, assessments of the economy, the banks and brokerages, and examine Mexico and its standing on the international markets, as well as spotlighting the country's most important companies.

Information on advertising opportunities and rates can be obtained from Paul Maraviglia on 071-873 3447 or Fax. 071-873 3595.

HOW DO YOU PINPOINT THE BUSINESS INFORMATION YOU NEED IN SECONDS?

Business information is only valuable if it is relevant and up to date. Because you have to make informed decisions quickly, you must, in the search for the right information be able to select what is important and discard what isn't, in an instant.

With an online database of the world's leading media, FT PROFILE gives you access to millions of reports and articles. You can have vital business information from around the world direct to your desk in seconds. All you need is a PC, a telephone line and access to FT PROFILE.

At the touch of a button you can find vital facts on key people, companies, competitors and potential markets. With this information you'll be able to make the right decisions ahead of the competition.

To find out more about FT PROFILE and how it can help you pinpoint the business information you need, simply fill in the coupon or phone the number below.

TELEPHONE 0932 761444

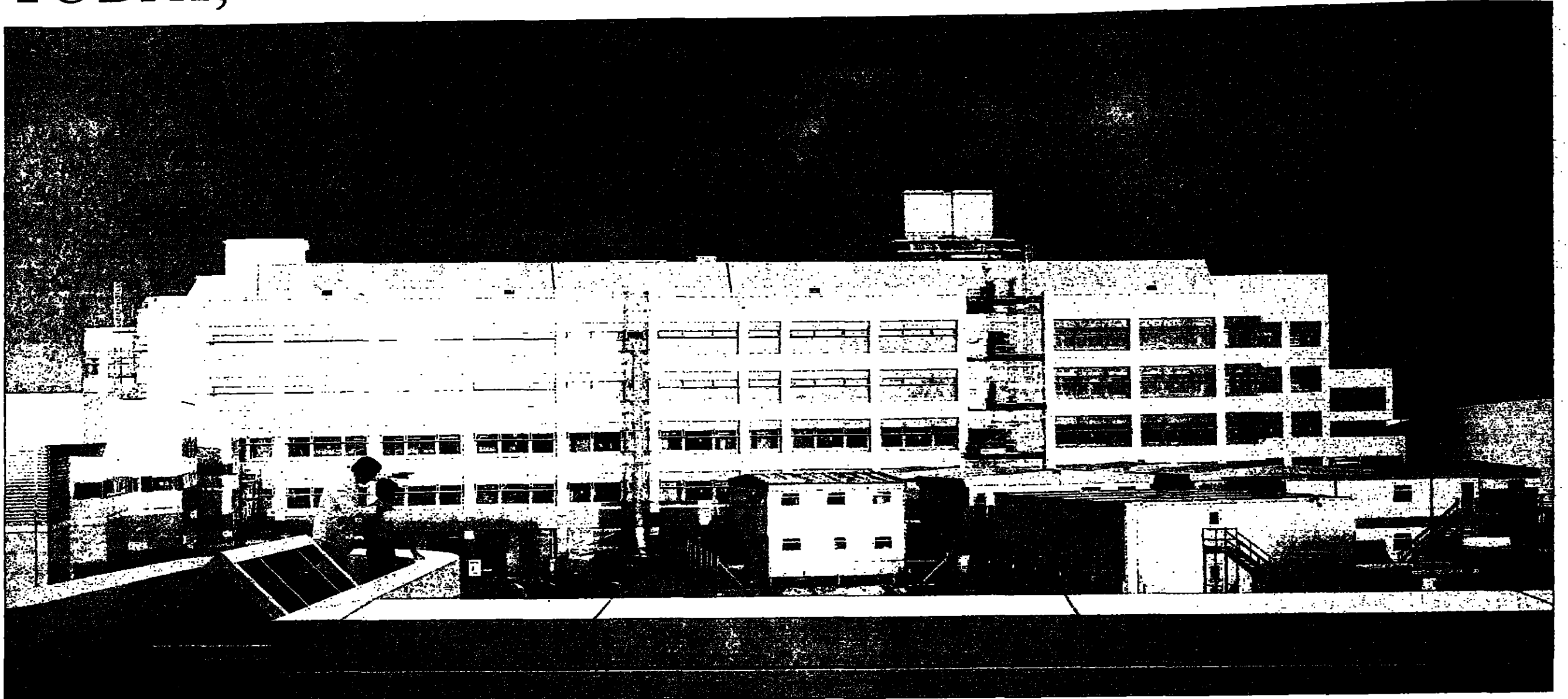
Name _____
Job Title _____
Company _____
Address _____
Postcode _____
Telephone _____
Nature of business _____
No. of employees ☐ under 50 ☐ 50 to 100 ☐ over 100
I already use online ☐ Yes ☐ No

Post to FT PROFILE, PO Box 12, Sarnley-on-Thames, Middlesex TW18 7UD Telephone 0932 761444

FT PROFILE
BUSINESS INFORMATION
PART OF THE FINANCIAL TIMES GROUP

OVER 10 YEARS AGO, WE LAID THE FOUNDATIONS
FOR THIS YEAR'S RESULTS.

TODAY, WE'RE BUILDING FOR THE 21ST CENTURY.



Opening in 1995: the new Glaxo Research Centre at Stevenage, Hertfordshire.

Tackling disease and human suffering is not just a matter of science. It also demands long-term planning and investment.

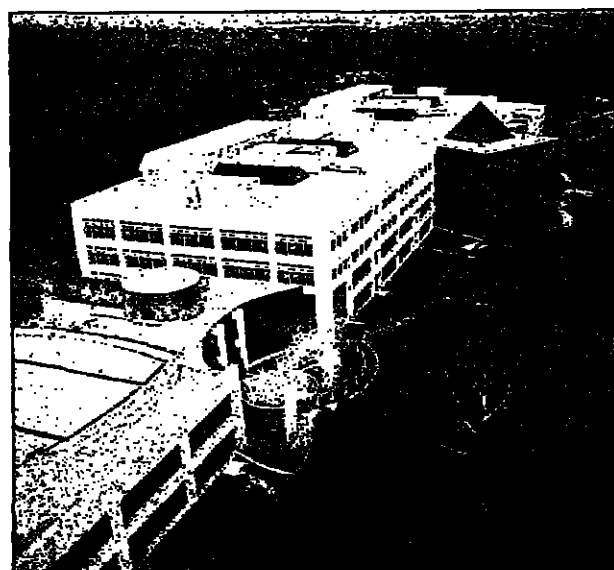
Today's results from Glaxo reflect scientific discoveries and financial decisions made many years ago.

Tomorrow's will depend on our continued ability to finance the costly research and development that lie behind every major therapeutic advance.

In a cost-conscious healthcare market, this depends on our ability to produce medicines that offer genuine benefits and value to patients and health services alike.

So we are happy to report that our performance continues to be healthy.

Last year, well-known Glaxo products continued to be among the world's market leaders; while nearly £600 million of sales came from medicines introduced since 1990.



Already in service: the Glaxo Research Institute in North Carolina, USA.



A scientist at Glaxo SpA's research centre in Verona, Italy.

As a result, we were able to invest nearly £1.4 billion on research, development and new plant and facilities last year alone. We also filed over 70 licence applications for the introduction of new products in world markets.

FINANCIAL HIGHLIGHTS YEAR ENDED 30th JUNE 1993

	1993 Unaudited	1992	% Change
Turnover	£4,930m	£4,096m	20
Trading Profit	£1,525m	£1,287m	18
Profit Before Tax	£1,675m	£1,427m	17
Earnings Per Share	39.9p	34.3p	16
Dividends Per Share	22.0p	17.0p	29
Research and Development	£739m	£595m	24
Capital Expenditure	£650m	£566m	15

Our focus will continue to be on the discovery, development, manufacture and marketing of innovative medicines, either through our own resources, or through strategic alliances with others.

As we see it, that is a firm foundation for future success.

Glaxo

WORKING FOR A HEALTHIER WORLD

COPIES OF THE 1993 ANNUAL REPORT AND ACCOUNTS WILL BE AVAILABLE FROM 23RD SEPTEMBER FROM THE SECRETARY (AR), GLAXO HOLDINGS p.l.c., LANSDOWNE HOUSE, BERKELEY SQUARE, LONDON W1X 6BP.

The figures for the year ended 30th June 1992 are an abridged statement of the full Group accounts for that year which have been delivered to the Registrar of Companies and on which the auditors made an unqualified report.

FT-SE Actuanes Share Indices THE UK SERIES

The mixture of company results and interest rate plays boosted Seag turnover to 726.8m shares from the 600.4m of the previous session; on Wednesday, retail or customer business continued to hold up well, returning value of £1.37bn. Retail business in Lon-

[illegible]

FT-SE Actuaries 350 Industry Baskets											Previous	
Industry	Open	9.09	10.09	11.09	12.09	3.09	4.09	5.09	10.10	Close	date	change
Health & Consumer	1984.5	1984.6	1982.5	1982.5	1981.7	1991.9	1991.9	1983.7	1953.7	1932.7	1896.8	+6.9
Commodities	1078.1	1080.1	1078.1	1078.9	1067.5	1067.4	1063.6	1048.8	1076.6	1062.7	1073.3	+6.9
Energy	1492.0	1493.5	1493.3	1493.2	1499.5	1504.0	1504.3	1502.8	1502.7	1500.3	1490.9	+12.7
Financial	1645.2	1646.8	1642.0	1647.7	1657.6	1657.8	1648.2	1644.0	1649.3	1643.0	1648.5	+0.5

Additional information on the FTSE Actives Shares Index is published in Statutory books. Lists of constituents are available from The Financial Times Information, One Southwark Bridge Road, London SE1 8UH. The FTSE Actives Shares Index includes Services, which covers a range of electronic and paper-based products. In addition to these indices, is available from FINSTAT at the same address.

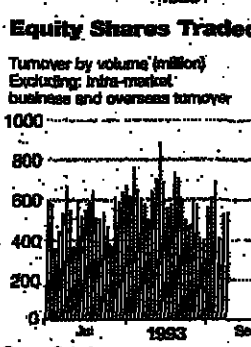
The increases in the size of the FT-Actives A-Shares Index from January 1988 results to the FT 500 now contains more stocks. It has been revised to include 1,675 companies, up from 1,600 previously. The FT 500 index also contains more than 1,600 companies.

The FTSE 100, the FTSE Mid 250 and the FTSE Actives 500 indices are compiled by the London Stock Exchange and the FT-Actives A-Shares Index is compiled by the Financial Times Limited, both in conjunction with the Institute of Actuaries and the Faculty of Actuaries under a standard set of ground rules agreed between them.

© The International Stock Exchange of the United Kingdom and Republic of Ireland Limited 1988. © The Financial Times Limited 1988. All rights reserved. No part of this publication may be reproduced without prior written permission. This publication is intended as a guide only and does not constitute an offer or recommendation. It is not intended to be relied upon in making investment decisions. The International Stock Exchange and the service marks of the London Stock Exchange and The Financial Times Limited. The FTSE Actives Shares Index is a trademark of the FTSE Group.

This prospectus is audited by the IMA Company.

However with a feeling that UK base rates were unlikely to be reduced in the near future,



its opening level and at an 8 point premium to the underlying cash market. Volume was particularly heavy with a sub-

Strong activity continued in the traded options and total turnover reached 41,557 lots, though volume in the FT-SE 100 option fell to 10,188 con-

100

Price/E	+ or -	1990	low	Yield
179 1/2	+ 135	131 1/2	(7)	
180 1/2	+ 135	131 1/2	1.52	2.90
181 1/2	+ 135	131 1/2	1.52	2.90
182 1/2	+ 135	131 1/2	1.52	2.90
183 1/2	+ 135	131 1/2	1.52	2.90
184 1/2	+ 135	131 1/2	1.52	2.90
185 1/2	+ 135	131 1/2	1.52	2.90
186 1/2	+ 135	131 1/2	1.52	2.90
187 1/2	+ 135	131 1/2	1.52	2.90
188 1/2	+ 135	131 1/2	1.52	2.90
189 1/2	+ 135	131 1/2	1.52	2.90
190 1/2	+ 135	131 1/2	1.52	2.90
191 1/2	+ 135	131 1/2	1.52	2.90
192 1/2	+ 135	131 1/2	1.52	2.90
193 1/2	+ 135	131 1/2	1.52	2.90
194 1/2	+ 135	131 1/2	1.52	2.90
195 1/2	+ 135	131 1/2	1.52	2.90
196 1/2	+ 135	131 1/2	1.52	2.90
197 1/2	+ 135	131 1/2	1.52	2.90
198 1/2	+ 135	131 1/2	1.52	2.90
199 1/2	+ 135	131 1/2	1.52	2.90
200 1/2	+ 135	131 1/2	1.52	2.90
201 1/2	+ 135	131 1/2	1.52	2.90
202 1/2	+ 135	131 1/2	1.52	2.90
203 1/2	+ 135	131 1/2	1.52	2.90
204 1/2	+ 135	131 1/2	1.52	2.90
205 1/2	+ 135	131 1/2	1.52	2.90
206 1/2	+ 135	131 1/2	1.52	2.90
207 1/2	+ 135	131 1/2	1.52	2.90
208 1/2	+ 135	131 1/2	1.52	2.90
209 1/2	+ 135	131 1/2	1.52	2.90
210 1/2	+ 135	131 1/2	1.52	2.90
211 1/2	+ 135	131 1/2	1.52	2.90
212 1/2	+ 135	131 1/2	1.52	2.90
213 1/2	+ 135	131 1/2	1.52	2.90
214 1/2	+ 135	131 1/2	1.52	2.90
215 1/2	+ 135	131 1/2	1.52	2.90
216 1/2	+ 135	131 1/2	1.52	2.90
217 1/2	+ 135	131 1/2	1.52	2.90
218 1/2	+ 135	131 1/2	1.52	2.90
219 1/2	+ 135	131 1/2	1.52	2.90
220 1/2	+ 135	131 1/2	1.52	2.90
221 1/2	+ 135	131 1/2	1.52	2.90
222 1/2	+ 135	131 1/2	1.52	2.90
223 1/2	+ 135	131 1/2	1.52	2.90
224 1/2	+ 135	131 1/2	1.52	2.90
225 1/2	+ 135	131 1/2	1.52	2.90
226 1/2	+ 135	131 1/2	1.52	2.90
227 1/2	+ 135	131 1/2	1.52	2.90
228 1/2	+ 135	131 1/2	1.52	2.90
229 1/2	+ 135	131 1/2	1.52	2.90
230 1/2	+ 135	131 1/2	1.52	2.90
231 1/2	+ 135	131 1/2	1.52	2.90
232 1/2	+ 135	131 1/2	1.52	2.90
233 1/2	+ 135	131 1/2	1.52	2.90
234 1/2	+ 135	131 1/2	1.52	2.90
235 1/2	+ 135	131 1/2	1.52	2.90
236 1/2	+ 135	131 1/2	1.52	2.90
237 1/2	+ 135	131 1/2	1.52	2.90
238 1/2	+ 135	131 1/2	1.52	2.90
239 1/2	+ 135	131 1/2	1.52	2.90
240 1/2	+ 135	131 1/2	1.52	2.90
241 1/2	+ 135	131 1/2	1.52	2.90
242 1/2	+ 135	131 1/2	1.52	2.90
243 1/2	+ 135	131 1/2	1.52	2.90
244 1/2	+ 135	131 1/2	1.52	2.90
245 1/2	+ 135	131 1/2	1.52	2.90
246 1/2	+ 135	131 1/2	1.52	2.90
247 1/2	+ 135	131 1/2	1.52	2.90
248 1/2	+ 135	131 1/2	1.52	2.90
249 1/2	+ 135	131 1/2	1.52	2.90

However with a feeling that UK base rates were unlikely to be reduced in the near future,

A MIDSESSION boost given to the derivatives market by the reduction in German interest rates soon faded as dealers once again decided to go in for profit-taking, writes Joel Kibazo.

In futures, early selling of the September contract on the FT-SE 100 saw it drift lower to the 3,026. This proved to be a solid, support level and Sep-

tember traded just above that level until the Bundesbank's reduction in interest rates.

That announcement appeared to surprise the market and the ensuing demand developed into a squeeze that sent the contract to a day's high of 3,054.

However with a feeling that UK base rates were unlikely to be reduced in the near future,

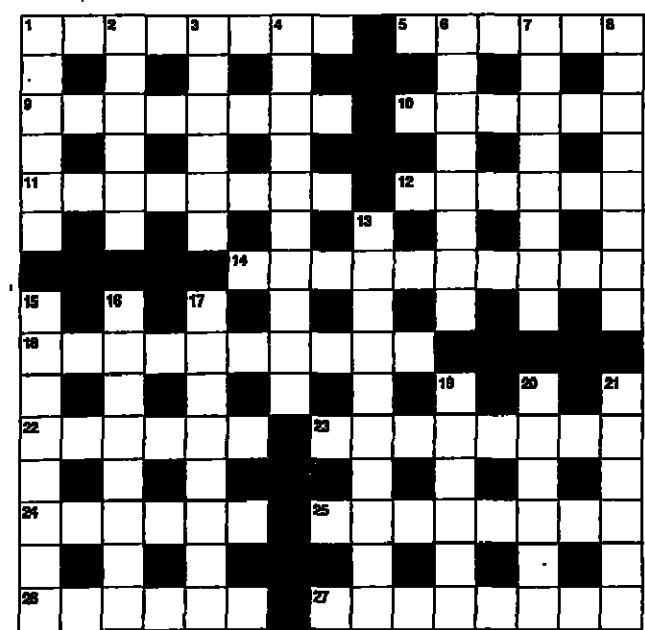
together with caution about the US markets with the current weakness in the dollar, traders chose to consolidate earlier gains.

September drifted lower for the rest of the day and closed at 3,039, just a point ahead of its opening level and at an 8 point premium to the underlying cash market. Volume was

stantial amount generated by rolling forward from September to December. Some 14,864 contracts were dealt in the near month contract and just over 4,000 traded in December. Strong activity continued in the traded options and total turnover reached 41,557 lots, though volume in the FT-SE 100 option fell to 10,188 con-

No.8-250 Set by ADAMANT

ACROSS		DOWN	
1	Begin to take the lead - that's swell (5,3)	1	Thinly scattered sulphur in emergency tyre (6)
5	Try to remove a little bit of fat (6)	2	It takes a fellow to unravel the brawl (6)
9	Made a show of preferring cancer (6)	3	To convert the attic, see, is sound in verse (8)
10	Fashionable doctor accepts society will lay siege (8)	4	Hospital arrest few deformities with new-fangled elixirs (5,5)
11	A gift she mislaid in the main struggle (3-5)	6	What's inside gives pleasure (8)
12	Take the wind out of one's sails (6)	7	Got a news reading about a grave journalist (8)
14	Political moderate absorbed everything the rest rejected at finance centre (4,8)	8	Value the property at about one million (8)
18	It provides information on for example scan we learned in New York (4,9)	13	It's a nightmare! (5,5)
21	Crowd players not originally budgeted for? (8)	15	Cash from one's hobby (8)
23	Travelling theatre to present Fiedermaus in the round? On the contrary! (8)	16	Gabbles on about villages women in race to upset the rest (8)
24	The forcefulness of another green year (6)	17	Leading architect telephoned with exterior colours for imposing address (8)
25	Rant about umpires over tale of player (8)	19	Momentary pain felt by one in two at general election (6)
26	Hate to give an exam, got ready to drive round the put (8)	20	Talk about a fire tree with a lot of bark (8)
27	Put off having iron car?	21	Having been put aside, rushed into second day (6)

**Solution 8.249**

WATERCOLOUR CUP
E O A B F E A U
R O W A N S O F T P E D A U
E E C G S E D L
W A R E H O U S E R A I S E
O I R T T S Y
L I N E A G E S H O T
F G L R D S
C L E F F L Y T R A P
P F I A I O R
O W I N G R I G M A R O L E
I L A M M L L A
S O L I T A I R E I L I A D
O I G N B W E
O I G N B W E

LONDON SHARE SERVICE

INVESTMENT TRUSTS - Cont.

Trust Name	Price	1993	1992	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986	985	984	983	982	981	980	979	978	977	976	975	974	973	972	971	970	969	968	967	966	965	964	963	962	961	960	959	958	957	956	955	954	953	952	951	950	949	948	947	946	945	944	943	942	941	940	939	938	937	936	935	934	933	932	931	930	929	928	927	926	925	924	923	922	921	920	919	918	917	916	915	914	913	912	911	910	909	908	907	906	905	904	903	902	901	900	899	898	897	896	895	894	893	892	891	890	889	888	887	886	885	884	883	882	881	880	879	878	877	876	875	874	873	872	871	870	869	868	867	866	865	864	863	862	861	860	859	858	857	856	855	854	853	852	851	850	849	848	847	846	845	844	843	842	841	840	839	838	837	836	835	834	833	832	831	830	829	828	827	826	825	824	823	822	821	820	819	818	817	816	815	814	813	812	811	810	809	808	807	806	805	804	803	802	801	800	799	798	797	796	795	794	793	792	791	790	789	788	787	786	785	784	783	782	781	780	779	778	777	776	775	774	773	772	771	770	769	768	767	766	765	764	763	762	761	760	759	758	757	756	755	754	753	752	751	750	749	748	747	746	745	744	743	742	741	740	739	738	737	736	735	734	733	732	731	730	729	728	727	726	725	724	723	722	721	720	719	718	717	716	715	714	713	712	711	710	709	708	707	706	705	704	703	702	701	700	699	698	697	696	695	694	693	692	691	690	689	688	687	686	685	684	683	682	681	680	679	678	677	676	675	674	673	672	671	670	669	668	667	666	665	664	663	662	661	660	659	658	657	656	655	654	653	652	651	650	649	648	647	646	645	644	643	642	641	640	639	638	637	636	635	634	633	632	631	630	629	628	627	626	625	624	623	622	621	620	619	618	617	616	615	614	613	612	611	610	609	608	607	606	605	604	603	602	601	600	599	598	597	596	595
------------	-------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

AUTHORISED UNIT TRUSTS

ET Civilian Unit Test Drivers are available over the telephone. Call the ET Civilian Help Desk on (071) 873 4378 for more details.

[illegible]

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (771) 873 4378 for more details.

OTHER UK UNIT TRUSTS

● ET Cityline Unit Trust Prices are available over the telephone. Call the ET Cityline Help Desk on (071) 873 4378 for more details.

French Polyn Dep Fd	10,000	4.9
Secton Pr Dep	10,430	7.8
DM Dependent Fd	5,1040	21.9
Yan Dependent Fd	5,1790	15.7

FT MANAGED FUNDS SERVICE

37

[illegible]

3:30 pm: September 9

<div> <div>On nature's trail</div> <div>Internationally successful in the extraction of natural substances</div> <div>our subsidiary</div> <div>SKW Trossberg AG</div> <div> <div>VIAG</div> <div>Aktiengesellschaft</div> </div> <div> <div>Viag Aktiengesellschaft</div> <div>Viag-Werk 33023 Trossberg</div> <div>D-53177 Bonn</div> <div>Telefon: 12 203 52-21 22</div> </div> </div>	<table> <tr> <th colspan="2">A</th><th colspan="2">B</th><th colspan="2">C</th><th colspan="2">D</th><th colspan="2">E</th><th colspan="2">F</th><th colspan="2">G</th><th colspan="2">H</th><th colspan="2">I</th><th colspan="2">J</th><th colspan="2">K</th><th colspan="2">L</th><th colspan="2">M</th><th colspan="2">N</th><th colspan="2">O</th><th colspan="2">P</th><th colspan="2">Q</th><th colspan="2">R</th><th colspan="2">S</th><th colspan="2">T</th><th colspan="2">U</th><th colspan="2">V</th><th colspan="2">W</th><th colspan="2">X</th><th colspan="2">Y</th><th colspan="2">Z</th></tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td>32</td><td>33</td><td>34</td><td>35</td><td>36</td><td>37</td><td>38</td><td>39</td><td>40</td><td>41</td><td>42</td><td>43</td><td>44</td><td>45</td><td>46</td><td>47</td><td>48</td><td>49</td><td>50</td><td>51</td><td>52</td><td>53</td><td>54</td><td>55</td><td>56</td><td>57</td><td>58</td><td>59</td><td>60</td><td>61</td><td>62</td><td>63</td><td>64</td><td>65</td><td>66</td><td>67</td><td>68</td><td>69</td><td>70</td><td>71</td><td>72</td><td>73</td><td>74</td><td>75</td><td>76</td><td>77</td><td>78</td><td>79</td><td>80</td><td>81</td><td>82</td><td>83</td><td>84</td><td>85</td><td>86</td><td>87</td><td>88</td><td>89</td><td>90</td><td>91</td><td>92</td><td>93</td><td>94</td><td>95</td><td>96</td><td>97</td><td>98</td><td>99</td><td>100</td></tr> <tr> <td>101</td><td>102</td><td>103</td><td>104</td><td>105</td><td>106</td><td>107</td><td>108</td><td>109</td><td>110</td><td>111</td><td>112</td><td>113</td><td>114</td><td>115</td><td>116</td><td>117</td><td>118</td><td>119</td><td>120</td><td>121</td><td>122</td><td>123</td><td>124</td><td>125</td><td>126</td><td>127</td><td>128</td><td>129</td><td>130</td><td>131</td><td>132</td><td>133</td><td>134</td><td>135</td><td>136</td><td>137</td><td>138</td><td>139</td><td>140</td><td>141</td><td>142</td><td>143</td><td>144</td><td>145</td><td>146</td><td>147</td><td>148</td><td>149</td><td>150</td><td>151</td><td>152</td><td>153</td><td>154</td><td>155</td><td>156</td><td>157</td><td>158</td><td>159</td><td>160</td><td>161</td><td>162</td><td>163</td><td>164</td><td>165</td><td>166</td><td>167</td><td>168</td><td>169</td><td>170</td><td>171</td><td>172</td><td>173</td><td>174</td><td>175</td><td>176</td><td>177</td><td>178</td><td>179</td><td>180</td><td>181</td><td>182</td><td>183</td><td>184</td><td>185</td><td>186</td><td>187</td><td>188</td><td>189</td><td>190</td><td>191</td><td>192</td><td>193</td><td>194</td><td>195</td><td>196</td><td>197</td><td>198</td><td>199</td><td>200</td></tr> <tr> <td>201</td><td>202</td><td>203</td><td>204</td><td>205</td><td>206</td><td>207</td><td>208</td><td>209</td><td>210</td><td>211</td><td>212</td><td>213</td><td>214</td><td>215</td><td>216</td><td>217</td><td>218</td><td>219</td><td>220</td><td>221</td><td>222</td><td>223</td><td>224</td><td>225</td><td>226</td><td>227</td><td>228</td><td>229</td><td>230</td><td>231</td><td>232</td><td>233</td><td>234</td><td>235</td><td>236</td><td>237</td><td>238</td><td>239</td><td>240</td><td>241</td><td>242</td><td>243</td><td>244</td><td>245</td><td>246</td><td>247</td><td>248</td><td>249</td><td>250</td><td>251</td><td>252</td><td>253</td><td>254</td><td>255</td><td>256</td><td>257</td><td>258</td><td>259</td><td>260</td><td>261</td><td>262</td><td>263</td><td>264</td><td>265</td><td>266</td><td>267</td><td>268</td><td>269</td><td>270</td><td>271</td><td>272</td><td>273</td><td>274</td><td>275</td><td>276</td><td>277</td><td>278</td><td>279</td><td>280</td><td>281</td><td>282</td><td>283</td><td>284</td><td>285</td><td>286</td><td>287</td><td>288</td><td>289</td><td>290</td><td>291</td><td>292</td><td>293</td><td>294</td><td>295</td><td>296</td><td>297</td><td>298</td><td>299</td><td>300</td></tr> <tr> <td>301</td><td>302</td><td>303</td><td>304</td><td>305</td><td>306</td><td>307</td><td>308</td><td>309</td><td>310</td><td>311</td><td>312</td><td>313</td><td>314</td><td>315</td><td>316</td><td>317</td><td>318</td><td>319</td><td>320</td><td>321</td><td>322</td><td>323</td><td>324</td><td>325</td><td>326</td><td>327</td><td>328</td><td>329</td><td>330</td><td>331</td><td>332</td><td>333</td><td>334</td><td>335</td><td>336</td><td>337</td><td>338</td><td>339</td><td>340</td><td>341</td><td>342</td><td>343</td><td>344</td><td>345</td><td>346</td><td>347</td><td>348</td><td>349</td><td>350</td><td>351</td><td>352</td><td>353</td><td>354</td><td>355</td><td>356</td><td>357</td><td>358</td><td>359</td><td>360</td><td>361</td><td>362</td><td>363</td><td>364</td><td>365</td><td>366</td><td>367</td><td>368</td><td>369</td><td>370</td><td>371</td><td>372</td><td>373</td><td>374</td><td>375</td><td>376</td><td>377</td><td>378</td><td>379</td><td>380</td><td>381</td><td>382</td><td>383</td><td>384</td><td>385</td><td>386</td><td>387</td><td>388</td><td>389</td><td>390</td><td>391</td><td>392</td><td>393</td><td>394</td><td>395</td><td>396</td><td>397</td><td>398</td><td>399</td><td>400</td></tr> <tr> <td>401</td><td>402</td><td>403</td><td>404</td><td>405</td><td>406</td><td>407</td><td>408</td><td>409</td><td>410</td><td>411</td><td>412</td><td>413</td><td>414</td><td>415</td><td>416</td><td>417</td><td>418</td><td>419</td><td>420</td><td>421</td><td>422</td><td>423</td><td>424</td><td>425</td><td>426</td><td>427</td><td>428</td><td>429</td><td>430</td><td>431</td><td>432</td><td>433</td><td>434</td><td>435</td><td>436</td><td>437</td><td>438</td><td>439</td><td>440</td><td>441</td><td>442</td><td>443</td><td>444</td><td>445</td><td>446</td><td>447</td><td>448</td><td>449</td><td>450</td><td>451</td><td>452</td><td>453</td><td>454</td><td>455</td><td>456</td><td>457</td><td>458</td><td>459</td><td>460</td><td>461</td><td>462</td><td>463</td><td>464</td><td>465</td><td>466</td><td>467</td><td>468</td><td>469</td><td>470</td><td>471</td><td>472</td><td>473</td><td>474</td><td>475</td><td>476</td><td>477</td><td>478</td><td>479</td><td>480</td><td>481</td><td>482</td><td>483</td><td>484</td><td>485</td><td>486</td><td>487</td><td>488</td><td>489</td><td>490</td><td>491</td><td>492</td><td>493</td><td>494</td><td>495</td><td>496</td><td>497</td><td>498</td><td>499</td><td>500</td></tr> <tr> <td>501</td><td>502</td><td>503</td><td>504</td><td>505</td><td>506</td><td>507</td><td>508</td><td>509</td><td>510</td><td>511</td><td>512</td><td>513</td><td>514</td><td>515</td><td>516</td><td>517</td><td>518</td><td>519</td><td>520</td><td>521</td><td>522</td><td>523</td><td>524</td><td>525</td><td>526</td><td>527</td><td>528</td><td>529</td><td>530</td><td>531</td><td>532</td><td>533</td><td>534</td><td>535</td><td>536</td><td>537</td><td>538</td><td>539</td><td>540</td><td>541</td><td>542</td><td>543</td><td>544</td><td>545</td><td>546</td><td>547</td><td>548</td><td>549</td><td>550</td><td>551</td><td>552</td><td>553</td><td>554</td><td>555</td><td>556</td><td>557</td><td>558</td><td>559</td><td>560</td><td>561</td><td>562</td><td>563</td><td>564</td><td>565</td><td>566</td><td>567</td><td>568</td><td>569</td><td>570</td><td>571</td><td>572</td><td>573</td><td>574</td><td>575</td><td>576</td><td>577</td><td>578</td><td>579</td><td>580</td><td>581</td><td>582</td><td>583</td><td>584</td><td>585</td><td>586</td><td>587</td><td>588</td><td>589</td><td>590</td><td>591</td><td>592</td><td>593</td><td>594</td><td>595</td><td>596</td><td>597</td><td>598</td><td>599</td><td>600</td></tr> <tr> <td>601</td><td>602</td><td>603</td><td>604</td><td>605</td><td>606</td><td>607</td><td>608</td><td>609</td><td>610</td><td>611</td><td>612</td><td>613</td><td>614</td><td>615</td><td>616</td><td>617</td><td>618</td><td>619</td><td>620</td><td>621</td><td>622</td><td>623</td><td>624</td><td>625</td><td>626</td><td>627</td><td>628</td><td>629</td><td>630</td><td>631</td><td>632</td><td>633</td><td>634</td><td>635</td><td>636</td><td>637</td><td>638</td><td>639</td><td>640</td><td>641</td><td>642</td><td>643</td><td>644</td><td>645</td><td>646</td><td>647</td><td>648</td><td>649</td><td>650</td><td>651</td><td>652</td><td>653</td><td>654</td><td>655</td><td>656</td><td>657</td><td>658</td><td>659</td><td>660</td><td>661</td><td>662</td><td>663</td><td>664</td><td>665</td><td>666</td><td>667</td><td>668</td><td>669</td><td>670</td><td>671</td><td>672</td><td>673</td><td>674</td><td>675</td><td>676</td><td>677</td><td>678</td><td>679</td><td>680</td><td>681</td><td>682</td><td>683</td><td>684</td><td>685</td><td>686</td><td>687</td><td>688</td><td>689</td><td>690</td><td>691</td><td>692</td><td>693</td><td>694</td><td>695</td><td>696</td><td>697</td><td>698</td><td>699</td><td>700</td></tr> <tr> <td>701</td><td>702</td><td>703</td><td>704</td><td>705</td><td>706</td><td>707</td><td>708</td><td>709</td><td>710</td><td>711</td><td>712</td><td>713</td><td>714</td><td>715</td><td>716</td><td>717</td><td>718</td><td>719</td><td>720</td><td>721</td><td>722</td><td>723</td><td>724</td><td>725</td><td>726</td><td>727</td><td>728</td><td>729</td><td>730</td><td>731</td><td>732</td><td>733</td><td>734</td><td>735</td><td>736</td><td>737</td><td>738</td><td>739</td><td>740</td><td>741</td><td>742</td><td>743</td><td>744</td><td>745</td><td>746</td><td>747</td><td>748</td><td>749</td><td>750</td><td>751</td><td>752</td><td>753</td><td>754</td><td>755</td><td>756</td><td>757</td><td>758</td><td>759</td><td>760</td><td>761</td><td>762</td><td>763</td><td>764</td><td>765</td><td>766</td><td>767</td><td>768</td><td>769</td><td>770</td><td>771</td><td>772</td><td>773</td><td>774</td><td>775</td><td>776</td><td>777</td><td>778</td><td>779</td><td>780</td><td>781</td><td>782</td><td>783</td><td>784</td><td>785</td><td>786</td><td>787</td><td>788</td><td>789</td><td>790</td><td>791</td><td>792</td><td>793</td><td>794</td><td>795</td><td>796</td><td>797</td><td>798</td><td>799</td><td>800</td></tr> <tr> <td>801</td><td>802</td><td>803</td><td>804</td><td>805</td><td>806</td><td>807</td><td>808</td><td>809</td><td>810</td><td>811</td><td>812</td><td>813</td><td>814</td><td>815</td><td>816</td><td>817</td><td>818</td><td>819</td><td>820</td><td>821</td><td>822</td><td>823</td><td>824</td><td>825</td><td>826</td><td>827</td><td>828</td><td>829</td><td>830</td><td>831</td><td>832</td><td>833</td><td>834</td><td>835</td><td>836</td><td>837</td><td>838</td><td>839</td><td>840</td><td>841</td><td>842</td><td>843</td><td>844</td><td>845</td><td>846</td><td>847</td><td>848</td><td>849</td><td>850</td><td>851</td><td>852</td><td>853</td><td>854</td><td>855</td><td>856</td><td>857</td><td>858</td><td>859</td><td>860</td><td>861</td><td>862</td><td>863</td><td>864</td><td>865</td><td>866</td><td>867</td><td>868</td><td>869</td><td>870</td><td>871</td><td>872</td><td>873</td><td>874</td><td>875</td><td>876</td><td>877</td><td>878</td><td>879</td><td>880</td><td>881</td><td>882</td><td>883</td><td>884</td><td>885</td><td>886</td><td>887</td><td>888</td><td>889</td><td>890</td><td>891</td><td>892</td><td>893</td><td>894</td><td>895</td><td>896</td><td>897</td><td>898</td><td>899</td><td>900</td></tr> <tr> <td>901</td><td>902</td><td>903</td><td>904</td><td>905</td><td>906</td><td>907</td><td>908</td><td>909</td><td>910</td><td>911</td><td>912</td><td>913</td><td>914</td><td>915</td><td>916</td><td>917</td><td>918</td><td>919</td><td>920</td><td>921</td><td>922</td><td>923</td><td>924</td><td>925</td><td>926</td><td>927</td><td>928</td><td>929</td><td>930</td><td>931</td><td>932</td><td>933</td><td>934</td><td>935</td><td>936</td><td>937</td><td>938</td><td>939</td><td>940</td><td>941</td><td>942</td><td>943</td><td>944</td><td>945</td><td>946</td><td>947</td><td>948</td><td>949</td><td>950</td><td>951</td><td>952</td><td>953</td><td>954</td><td>955</td><td>956</td><td>957</td><td>958</td><td>959</td><td>960</td><td>961</td><td>962</td><td>963</td><td>964</td><td>965</td><td>966</td><td>967</td><td>968</td><td>969</td><td>970</td><td>971</td><td>972</td><td>973</td><td>974</td><td>975</td><td>976</td><td>977</td><td>978</td><td>979</td><td>980</td><td>981</td><td>982</td><td>983</td><td>984</td><td>985</td><td>986</td><td>987</td><td>988</td><td>989</td><td>990</td><td>991</td><td>992</td><td>993</td><td>994</td><td>995</td><td>996</td><td>997</td><td>998</td><td>999</td><td>1000</td></tr> <tr> <td>1001</td><td>1002</td><td>1003</td><td>1004</td><td>1005</td><td>1006</td><td>1007</td><td>1008</td><td>1009</td><td>1010</td><td>1011</td><td>1012</td><td>1013</td><td>1014</td><td>1015</td><td>1016</td><td>1017</td><td>1018</td><td>1019</td><td>1020</td><td>1021</td><td>1022</td><td>1023</td><td>1024</td><td>1025</td><td>1026</td><td>1027</td><td>1028</td><td>1029</td><td>1030</td><td>1031</td><td>1032</td><td>1033</td><td>1034</td><td>1035</td><td>1036</td><td>1037</td><td>1038</td><td>1039</td><td>1040</td><td>1041</td><td>1042</td><td>1043</td><td>1044</td><td>1045</td><td>1046</td><td>1047</td><td>1048</td><td>1049</td><td>1050</td><td>1051</td><td>1052</td><td>1053</td><td>1054</td><td>1055</td><td>1056</td><td>1057</td><td>1058</td><td>1059</td><td>1060</td><td>1061</td><td>1062</td><td>1063</td><td>1064</td><td>1065</td><td>1066</td><td>1067</td><td>1068</td><td>1069</td><td>1070</td><td>1071</td><td>1072</td><td>1073</td><td>1074</td><td>1075</td><td>1076</td><td>1077</td><td>1078</td><td>1079</td><td>1080</td><td>1081</td><td>1082</td><td>1083</td><td>1084</td><td>1085</td><td>1086</td><td>1087</td><td>1088</td><td>1089</td><td>1090</td><td>1091</td><td>1092</td><td>1093</td><td>1094</td><td>1095</td><td>1096</td><td>1097</td><td>1098</td><td>1099</td><td>1100</td></tr> <tr> <td>1101</td><td>1102</td><td>1103</td><td>1104</td><td>1105</td><td>1106</td><td>1107</td><td>1108</td><td>1109</td><td>1110</td><td>1111</td><td>1112</td><td>1113</td><td>1114</td><td>1115</td><td>1116</td><td>1117</td><td>1118</td><td>1119</td><td>1120</td><td>1121</td><td>1122</td><td>1123</td><td>1124</td><td>1125</td><td>1126</td><td>1127</td><td>1128</td><td>1129</td><td>1130</td><td>1131</td><td>1132</td><td>1133</td><td>1134</td><td>1135</td><td>1136</td><td>1137</td><td>1138</td><td>1139</td><td>1140</td><td>1141</td><td>1142</td><td>1143</td><td>1144</td><td>1145</td><td>1146</td><td>1147</td><td>1148</td><td>1149</td><td>1150</td><td>1151</td><td>1152</td><td>1153</td><td>1154</td><td>1155</td><td>1156</td><td>1157</td><td>1158</td><td>1159</td><td>1160</td><td>1161</td><td>1162</td><td>1163</td><td>1164</td><td>1165</td><td>1166</td><td>1167</td><td>1168</td><td>1169</td><td>1170</td><td>1171</td><td>1172</td><td>1173</td><td>1174</td><td>1175</td><td>1176</td><td>1177</td><td>1178</td><td>1179</td><td>1180</td><td>1181</td><td>1182</td><td>1183</td><td>1184</td><td>1185</td><td>1186</td><td>1187</td><td>1188</td><td>1189</td><td>1190</td><td>1191</td><td>1192</td><td>1193</td><td>1194</td><td>1195</td><td>1196</td><td>1197</td><td>1198</td><td>1199</td><td>1200</td></tr> <tr> <td>1201</td><td>1202</td><td>1203</td><td>1204</td><td>1205</td><td>1206</td><td>1207</td><td>1208</td><td>1209</td><td>1210</td><td>1211</td><td>1212</td><td>1213</td><td>1214</td><td>1215</td><td>1216</td><td>1217</td><td>1218</td><td>1219</td><td>1220</td><td>1221</td><td>1222</td><td>1223</td><td>1224</td><td>1225</td><td>1226</td><td>1227</td><td>1228</td><td>1229</td><td>1230</td><td>1231</td><td>1232</td><td>1233</td><td>1234</td><td>1235</td><td>1236</td><td>1237</td><td>1238</td><td>1239</td><td>1240</td><td>1241</td><td>1242</td><td>1243</td><td>1244</td><td>1245</td><td>1246</td><td>1247</td><td>1248</td><td>1249</td><td>1250</td><td>1251</td><td>1252</td><td>1253</td><td>1254</td><td>1255</td><td>1256</td><td>1257</td><td>1258</td><td>1259</td><td>1260</td><td>1261</td><td>1262</td><td>1263</td><td>1264</td><td>1265</td><td>1266</td><td>1267</td><td>1268</td><td>1269</td><td>1270</td><td>1271</td><td>1272</td><td>1273</td><td>1274</td><td>1275</td><td>1276</td><td>1277</td><td>1278</td><td>1279</td><td>1280</td><td>1281</td><td>1282</td><td>1283</td><td>1284</td><td>1285</td><td>1286</td><td>1287</td><td>1288</td><td>1289</td><td>1290</td><td>1291</td><td>1292</td><td>1293</td><td>1294</td><td>1295</td><td>1296</td><td>1297</td><td>1298</td><td>1299</td><td>1300</td></tr> <tr> <td>1301</td><td>1302</td><td>1303</td><td>1304</td><td>1305</td><td>1306</td><td>1307</td><td>1308</td><td>1309</td><td>1310</td><td>1311</td><td>1312</td><td>1313</td><td>1314</td><td>1315</td><td>1316</td><td>1317</td><td>1318</td><td>1319</td><td>1320</td><td>1321</td><td>1322</td><td>1323</td><td>1324</td><td>1325</td><td>1326</td><td>1327</td><td>1328</td><td>1329</td><td>1330</td><td>1331</td><td>1332</td><td>1333</td><td>1334</td><td>1335</td><td>1336</td><td>1337</td><td>1338</td><td>1339</td><td>1340</td><td>1341</td><td>1342</td><td>1343</td><td>1344</td><td>1345</td><td>1346</td><td>1347</td><td>1348</td><td>1349</td><td>1350</td><td>1351</td><td>1352</td><td>1353</td><td>1354</td><td>1355</td><td>1356</td><td>1357</td><td>1358</td><td>1359</td><td>1360</td><td>1361</td><td>1362</td><td>1363</td><td>1364</td><td>1365</td><td>1366</td><td>1367</td><td>1368</td><td>1369</td><td>1370</td><td>1371</td><td>1372</td><td>1373</td><td>1374</td><td>1375</td><td>1376</td><td>1377</td><td>1378</td><td>1379</td><td>1380</td><td>1381</td><td>1382</td><td>1383</td><td>1384</td><td>1385</td><td>1386</td><td>1387</td><td>1388</td><td>1389</td><td>1390</td><td>1391</td><td>1392</td><td>1393</td><td>1394</td><td>1395</td><td>1396</td><td>1397</td><td>1398</td><td>1399</td><td>1400</td></tr> <tr> <td>1401</td><td>1402</td><td>1403</td><td>1404</td><td>1405</td><td>1406</td><td>1407</td><td>1408</td><td>1409</td><td>1410</td><td>1411</td><td>1412</td><td>1413</td><td>1414</td><td>1415</td><td>1416</td><td>1417</td><td>1418</td><td>1419</td><td>1420</td><td>1421</td><td>1422</td><td>1423</td><td>1424</td><td>1425</td><td>1426</td><td>1427</td><td>1428</td><td>1429</td><td>1430</td><td>1431</td><td>1432</td><td>1433</td><td>1434</td><td>1435</td><td>1436</td><td>1437</td><td></td></tr></table>	A		B		C		D		E		F		G		H		I		J		K		L		M		N		O		P		Q		R		S		T		U		V		W		X		Y		Z		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000	1001	1002	1003	1004	1005	1006	1007	1008	1009	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021	1022	1023	1024	1025	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041	1042	1043	1044	1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067	1068	1069	1070	1071	1072	1073	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089	1090	1091	1092	1093	1094	1095	1096	1097	1098	1099	1100	1101	1102	1103	1104	1105	1106	1107	1108	1109	1110	1111	1112	1113	1114	1115	1116	1117	1118	1119	1120	1121	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136	1137	1138	1139	1140	1141	1142	1143	1144	1145	1146	1147	1148	1149	1150	1151	1152	1153	1154	1155	1156	1157	1158	1159	1160	1161	1162	1163	1164	1165	1166	1167	1168	1169	1170	1171	1172	1173	1174	1175	1176	1177	1178	1179	1180	1181	1182	1183	1184	1185	1186	1187	1188	1189	1190	1191	1192	1193	1194	1195	1196	1197	1198	1199	1200	1201	1202	1203	1204	1205	1206	1207	1208	1209	1210	1211	1212	1213	1214	1215	1216	1217	1218	1219	1220	1221	1222	1223	1224	1225	1226	1227	1228	1229	1230	1231	1232	1233	1234	1235	1236	1237	1238	1239	1240	1241	1242	1243	1244	1245	1246	1247	1248	1249	1250	1251	1252	1253	1254	1255	1256	1257	1258	1259	1260	1261	1262	1263	1264	1265	1266	1267	1268	1269	1270	1271	1272	1273	1274	1275	1276	1277	1278	1279	1280	1281	1282	1283	1284	1285	1286	1287	1288	1289	1290	1291	1292	1293	1294	1295	1296	1297	1298	1299	1300	1301	1302	1303	1304	1305	1306	1307	1308	1309	1310	1311	1312	1313	1314	1315	1316	1317	1318	1319	1320	1321	1322	1323	1324	1325	1326	1327	1328	1329	1330	1331	1332	1333	1334	1335	1336	1337	1338	1339	1340	1341	1342	1343	1344	1345	1346	1347	1348	1349	1350	1351	1352	1353	1354	1355	1356	1357	1358	1359	1360	1361	1362	1363	1364	1365	1366	1367	1368	1369	1370	1371	1372	1373	1374	1375	1376	1377	1378	1379	1380	1381	1382	1383	1384	1385	1386	1387	1388	1389	1390	1391	1392	1393	1394	1395	1396	1397	1398	1399	1400	1401	1402	1403	1404	1405	1406	1407	1408	1409	1410	1411	1412	1413	1414	1415	1416	1417	1418	1419	1420	1421	1422	1423	1424	1425	1426	1427	1428	1429	1430	1431	1432	1433	1434	1435	1436	1437	
A		B		C		D		E		F		G		H		I		J		K		L		M		N		O		P		Q		R		S		T		U		V		W		X		Y		Z																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1001	1002	1003	1004	1005	1006	1007	1008	1009	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021	1022	1023	1024	1025	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041	1042	1043	1044	1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067	1068	1069	1070	1071	1072	1073	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089	1090	1091	1092	1093	1094	1095	1096	1097	1098	1099	1100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1101	1102	1103	1104	1105	1106	1107	1108	1109	1110	1111	1112	1113	1114	1115	1116	1117	1118	1119	1120	1121	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136	1137	1138	1139	1140	1141	1142	1143	1144	1145	1146	1147	1148	1149	1150	1151	1152	1153	1154	1155	1156	1157	1158	1159	1160	1161	1162	1163	1164	1165	1166	1167	1168	1169	1170	1171	1172	1173	1174	1175	1176	1177	1178	1179	1180	1181	1182	1183	1184	1185	1186	1187	1188	1189	1190	1191	1192	1193	1194	1195	1196	1197	1198	1199	1200																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1201	1202	1203	1204	1205	1206	1207	1208	1209	1210	1211	1212	1213	1214	1215	1216	1217	1218	1219	1220	1221	1222	1223	1224	1225	1226	1227	1228	1229	1230	1231	1232	1233	1234	1235	1236	1237	1238	1239	1240	1241	1242	1243	1244	1245	1246	1247	1248	1249	1250	1251	1252	1253	1254	1255	1256	1257	1258	1259	1260	1261	1262	1263	1264	1265	1266	1267	1268	1269	1270	1271	1272	1273	1274	1275	1276	1277	1278	1279	1280	1281	1282	1283	1284	1285	1286	1287	1288	1289	1290	1291	1292	1293	1294	1295	1296	1297	1298	1299	1300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1301	1302	1303	1304	1305	1306	1307	1308	1309	1310	1311	1312	1313	1314	1315	1316	1317	1318	1319	1320	1321	1322	1323	1324	1325	1326	1327	1328	1329	1330	1331	1332	1333	1334	1335	1336	1337	1338	1339	1340	1341	1342	1343	1344	1345	1346	1347	1348	1349	1350	1351	1352	1353	1354	1355	1356	1357	1358	1359	1360	1361	1362	1363	1364	1365	1366	1367	1368	1369	1370	1371	1372	1373	1374	1375	1376	1377	1378	1379	1380	1381	1382	1383	1384	1385	1386	1387	1388	1389	1390	1391	1392	1393	1394	1395	1396	1397	1398	1399	1400																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1401	1402	1403	1404	1405	1406	1407	1408	1409	1410	1411	1412	1413	1414	1415	1416	1417	1418	1419	1420	1421	1422	1423	1424	1425	1426	1427	1428	1429	1430	1431	1432	1433	1434	1435	1436	1437																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

On nature's trail

*Internationally successful
in the extraction
of natural substances:
our subsidiary
SKW Trossberg AG.*

VIAAG
Aktiengesellschaft

VIAAG Aktiengesellschaft
Greif-von-Borsig-Platz Str. 25
D-58177 Bonn
Telefax: (0 20) 5 52-21 22

Stock	PI	SI	High	Low	Last	Chng	Stock	PI	SI	High	Low	Last	Chng	Stock	PI	SI	High	Low	Last	Chng	Stock	PI	SI	High	Low	Last	Chng
ASW Brands	0.32	21405	47	124 1/2	24 1/4	24 1/4	+4	Colson Corp	14	705	14 1/4	12 1/4	14 1/4	+1 1/2	Jones Mfg	0.10	25	218	12 1/2	13 1/2	13 1/2	Playtex	8	114	6 1/2	6 1/2	+3/4

[illegible]

3:30 pm September

[illegible]

FINANCIAL TIMES
Perrier battle ends, with something for everyone

ISIC Codes	1980	1985	1990	1995	2000	2005	2010	2015	2020	2025	2030	2035	2040	2045	2050	2055	2060	2065	2070	2075	2080	2085	2090	2095	2100	2105	2110	2115	2120	2125	2130	2135	2140	2145	2150	2155	2160	2165	2170	2175	2180	2185	2190	2195	2200	2205	2210	2215	2220	2225	2230	2235	2240	2245	2250	2255	2260	2265	2270	2275	2280	2285	2290	2295	2300	2305	2310	2315	2320	2325	2330	2335	2340	2345	2350	2355	2360	2365	2370	2375	2380	2385	2390	2395	2400	2405	2410	2415	2420	2425	2430	2435	2440	2445	2450	2455	2460	2465	2470	2475	2480	2485	2490	2495	2500	2505	2510	2515	2520	2525	2530	2535	2540	2545	2550	2555	2560	2565	2570	2575	2580	2585	2590	2595	2600	2605	2610	2615	2620	2625	2630	2635	2640	2645	2650	2655	2660	2665	2670	2675	2680	2685	2690	2695	2700	2705	2710	2715	2720	2725	2730	2735	2740	2745	2750	2755	2760	2765	2770	2775	2780	2785	2790	2795	2800	2805	2810	2815	2820	2825	2830	2835	2840	2845	2850	2855	2860	2865	2870	2875	2880	2885	2890	2895	2900	2905	2910	2915	2920	2925	2930	2935	2940	2945	2950	2955	2960	2965	2970	2975	2980	2985	2990	2995	3000	3005	3010	3015	3020	3025	3030	3035	3040	3045	3050	3055	3060	3065	3070	3075	3080	3085	3090	3095	3100	3105	3110	3115	3120	3125	3130	3135	3140	3145	3150	3155	3160	3165	3170	3175	3180	3185	3190	3195	3200	3205	3210	3215	3220	3225	3230	3235	3240	3245	3250	3255	3260	3265	3270	3275	3280	3285	3290	3295	3300	3305	3310	3315	3320	3325	3330	3335	3340	3345	3350	3355	3360	3365	3370	3375	3380	3385	3390	3395	3400	3405	3410	3415	3420	3425	3430	3435	3440	3445	3450	3455	3460	3465	3470	3475	3480	3485	3490	3495	3500	3505	3510	3515	3520	3525	3530	3535	3540	3545	3550	3555	3560	3565	3570	3575	3580	3585	3590	3595	3600	3605	3610	3615	3620	3625	3630	3635	3640	3645	3650	3655	3660	3665	3670	3675	3680	3685	3690	3695	3700	3705	3710	3715	3720	3725	3730	3735	3740	3745	3750	3755	3760	3765	3770	3775	3780	3785	3790	3795	3800	3805	3810	3815	3820	3825	3830	3835	3840	3845	3850	3855	3860	3865	3870	3875	3880	3885	3890	3895	3900	3905	3910	3915	3920	3925	3930	3935	3940	3945	3950	3955	3960	3965	3970	3975	3980	3985	3990	3995	4000	4005	4010	4015	4020	4025	4030	4035	4040	4045	4050	4055	4060	4065	4070	4075	4080	4085	4090	4095	4100	4105	4110	4115	4120	4125	4130	4135	4140	4145	4150	4155	4160	4165	4170	4175	4180	4185	4190	4195	4200	4205	4210	4215	4220	4225	4230	4235	4240
------------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------

AMERICA

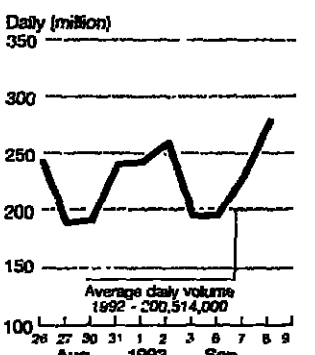
Jobless data help Dow to make progress

Wall Street

BETTER-than-expected economic news helped US stock markets rebound from two days of heavy selling yesterday, and by early afternoon share prices were mostly in positive territory, writes Patrick Harverson in New York.

At 1 pm, the Dow Jones Industrial Average was up 4.12 at 3,533.12. The more broadly based Standard & Poor's 500 was 1.18 higher at 457.83, while the Amex composite was up 1.93 at 453.01, and the Nasdaq composite up 5.75 at 738.48. Trading volume on the NYSE

NYSE volume



was 142m shares by 1 pm. After Tuesday and Wednesday's big declines, the selling pressure in the markets appeared to have been exhausted. Sentiment was aided by some rare good news on the economy: weekly jobless claims fell 10,000 in the first week of September, to 316,000, the lowest level seen since June 1989.

Overseas news was also positive for stocks. The Bundesbank cut German interest rates, prompting similar rate reductions by other European central banks.

Lower rates in Europe are viewed as bullish for US equities because they will stimulate growth in European econ-

omies and boost demand for US exports.

Once again, investors ignored events in the bond market, where three days of big gains and rumours that congress was considering imposing a tax on foreign holdings of US government securities, sparked off heavy profit-taking. By early afternoon the yield on the benchmark 30-year issue had risen to 5.927 per cent.

Among individual sectors, bank stocks, which have returned to favour after a short period in the doldrums, were once again in demand. Chemical rose 1 1/4% to 42 1/2%, JP Morgan climbed 3/4% to 77 1/4%, Citicorp added 1 1/4% to 85 1/4%, and Chase Manhattan firmed 3/4% to 86 1/4%.

UAL rose 3 1/4% to 143 1/4% on news of an improvement in August traffic figures. Other airline stocks gained in sympathy, with AMR, parent of American, up 1/4% to 84 1/4%. Delta up 1/4% to 85 1/4%, USAir, up 1/4% to 81 1/4%.

Glaxo ADRs jumped 1 1/4% to 19 1/4% on news of a 17 per cent improvement in fiscal 1993 earnings. On the Nasdaq market, leading technology stocks led the way higher, with Intel up 1 1/4% to 84 1/4% and Microsoft up 1 1/4% to 78 1/4%.

Canada

TORONTO rose at midday as all but one index posted gains before an expected period of consolidation.

The TSE 300 composite index gained 54.30 at midday to 4,007.17 in turnover C\$382.4m.

SOUTH AFRICA

GOLD shares recouped some of the week's steep loss as the bullion price firmed, the index advancing 7 1/4% to 1,553. Amgold gained 2 1/4% to R272.

Industrials slipped 1 1/4% to 4,512 and the overall index moved ahead 3 1/4% to 3,841.

Putting some numbers on David and Goliath

Peter Martin on new stock indices that show the relative performance of large and small companies

Since the 1987 stock market crash, there have been some striking differences in the share price movements of the biggest companies and their medium and smaller-sized rivals.

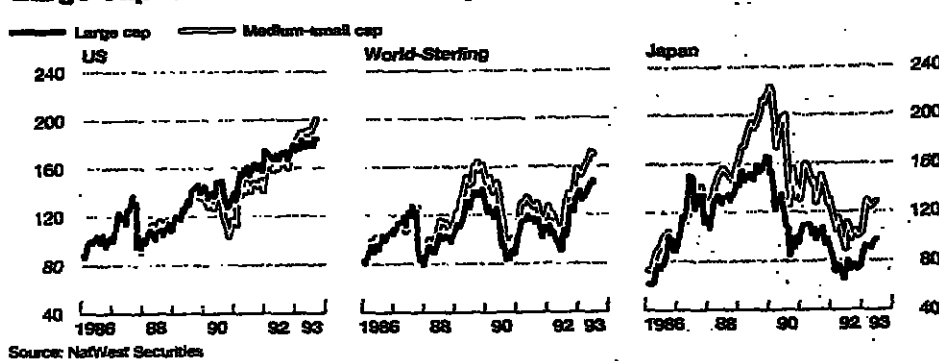
This trend is highlighted by new Large Cap and Medium-Small Cap series which are being calculated from this week as part of the FT-Actuaries World Indices. The new indices are calculated by Goldman Sachs and NatWest Markets, who produce the World Index series in conjunction with the FT and the UK's Institute and Faculty of Actuaries.

The new indices split companies in the FT-Actuaries World Index series by market capitalisation. The Large Cap series covers companies that make up the largest 75 per cent of each country's market capitalisation. The Medium-Small Cap series, covering the remaining 25 per cent, provides performance information on the medium and smaller-size companies within each country.

The chart of the overall World Large Cap and Medium-Small Cap indices shows the new indices moving closely in parallel in the years immediately before the 1987 stock market crash. After that, there was a period of sustained underperformance by the largest companies. Then, from the summer of 1990, larger companies did better. From the end of that year the two indices moved sideways, in relative terms, before a pick-up in the smaller companies' index from the beginning of 1993.

Although, in very broad terms, this pattern is shared by most of the individual countries that make up the World Index, there are big differences in how extreme the movements have been. In the US, for example, the outperformance by smaller companies after 1987 was less than in the world as a whole, and the subsequent underperformance by this group was much larger. The relative recovery by the US Medium-Small Cap index

Large cap and medium-small cap indices



started sooner, however, and has gone further than in the world as a whole.

In Germany, smaller companies outperformed consistently throughout 1988-1990, and since then the reversal of trend has been weak. There has been little sign, as yet, of a reversion to outperformance by smaller companies.

There was a brief period of outperformance by larger companies in late 1988 and early 1989. Since then, however, the pattern has been similar to that in Germany: small-company outperformance until 1990, followed by weak outperformance by larger companies, with little sign of the market switching back to favouring smaller ones. There are a number of possi-

ble reasons for differences in the relative performances of companies of different size. In general, small companies are more exposed to the performance of the domestic economy than their larger rivals, and less subject to the impact of currency movements. They are also more vulnerable to recession. Periods of localised economic hardship are thus

more likely to affect small companies than larger ones. Investors have better information about larger companies, and the markets in their shares are typically more liquid. International investors, in particular, often concentrate only on the very largest companies within any individual economy, so in those markets where swings in international investor sentiment are important, this may translate into differential performance by larger companies.

It is hoped to publish a weekly summary of the performance of the Large Cap and Medium-Small Cap indices in the FT, probably each Monday. Publication will start once the necessary technical arrangements have been made. Further details of the two indices can be obtained from Mary Surack and Barbara Mueller of Goldman Sachs in New York (tel: 212-903 6777) and Symon Bradford of NatWest Securities in Edinburgh (tel: +44 (0)131 343 4256).

EUROPE

Bourses differ in reaction to cut in German rates

THE Bundesbank's rate cut had generally been anticipated and bourses saw a mixture of performances, writes Our Markets Staff.

FRANKFURT responded to the news from the Bundesbank with a slight fall, which some traders attributed to the strengthening of the D-Mark against the US dollar. The DAX index ended the session off 4.49 at 1,890.81, and in the post-bourse slipped to 1,870.53. Turnover dropped to DM6.5bn from DM7bn.

The market has been undergoing a correction since hitting a peak at the end of last month, which came at the end of a three-month rally in equities.

Mr James Cornish, European strategist at NatWest Securities in London, remained positive on the outlook for the German market, both in the short and long term. With economic fundamentals showing signs of improvement and expectations that recovery was underway,

he said, the prospect for corporate earnings looked good through 1994 and 1995. He remained fully weighted in the German market, he said.

Among the stocks, Daimler lost DM9 to DM78.50, Siemens fell by DM2 to DM65.8 and Volkswagen by DM2.10 to DM360.80.

PARIS was disappointed by the lack of a cut in the intervention rate, in spite of an easing in the 5-10 day rate. The market is looking for the authorities to make a move on the former by Monday at the latest.

The CAC-40 index, which at one point had risen to 2,146, closed down 20.69 or 1 per cent at 2,108.75. Turnover was moderate at FF4.6bn.

The recent batch of disappointing corporate results was also affecting investor sentiment.

There were some large falls among index stocks, with Legrand down FF269 or 5.5 per cent at FF4,625 ahead of

interim results which are due today.

Canal Plus lost FF757 or 4.4 per cent to FF11,248 on a brokers downgrade, while dollar weakness affected the likes of Rhone Poulenc, off FF5.10 to FF147, and Euro Disney, down FF1.50 to FF52.35.

AMSTERDAM rose slightly after several days of declines, the CBS Tendency index up 0.6 at 124.5.

Amev gained FL 3.30 to FL 72.50 after parent group Fortis issued good half year results, while Bols Wessanen lost 20 cents to FL 42.00 on disappointing interim profits.

ZURICH registered some disappointment at the absence of a cut in Swiss interest rates and the SMI index fell 15.8 to 2,382.1.

Nestlé registered shares eased SF2 to SF1,070 in spite of a 6 per cent rise in first half consolidated net profits, which was at the top end of expectations.

MILAN clawed its way back

FT-SE Actuaries Share Indices

September 9		THE EUROPEAN SERIES									
Hourly changes		Open	10.30	11.00	12.00	13.00	14.00	15.00	Close		
FT-SE Eurotrack 100	1295.78	1297.81	1298.35	1273.43	1273.12	1268.54	1262.56	1265.05			
FT-SE Eurotrack 200	1361.18	1362.54	1363.25	1369.83	1368.98	1363.16	1358.70	1362.62			
		Sept 8	Sept 7	Sept 6	Sept 5	Sept 4	Sept 3	Sept 2			
FT-SE Eurotrack 100	1286.53	1277.38	1284.01	1283.80	1302.75						
FT-SE Eurotrack 200	1363.08	1365.81	1371.90	1384.27	1385.48						

Base value 1000 (25/10/92) High/Low: 100 - 1276.75/200 - 1375.40 Low/Low: 100 - 1261.57/200 - 1357.25

from a weak opening after the Bank of Italy cut the discount rate and the Comit index finished 1.54 easier at 582.64. The market had opened under pressure from a flood of sales by individual investors following local press reports, later denied by the finance minister, that the government was considering reintroducing capital gains taxation on share trades.

The Bank of Italy's move on rates came as little surprise in the wake of the German reduction, although many investors had expected the authorities to

hold back an announcement until the government won parliamentary approval for its 1994 budget plans in a vote expected after the market had closed. Among banks, San Paolo attracted a number of large buy orders which took the price 1.90 or 8.7 per cent higher to L11,190.

Ferruzzi continued on its idiosyncratic way, climbing another 1.45 or 9.9 per cent to L497.75, for a rise this week of 46 per cent.

STOCKHOLM strengthened during the session with the

Aftersvården general index

rising 9.7 to 1,281.8 in turnover for SEK1.4bn.

ATHENS fell 6.9 per cent as it became clear that the government had, after all, lost its majority in parliament and an early election was called. The general index fell 59.3 to 801.85. Mr Stuart Harley of Schroders in London said: "Over the longer term, the economic fundamentals will not change greatly, irrespective of who is in power. There is bound to be nervousness and the market will fall further, but that will provide opportunities for investors to start buying selected stocks again."

● The FT-SE Eurotrack indices committee yesterday approved the following constituent changes to the FT-SE Eurotrack 100 index, to take effect on Monday, September 20. Additions: Nokia (ordinary), AG Finance, Delhaize, Sandvik A. Deletions: Montedison, Gambro B, Ciba Geigy (bearer), Banca di Roma.

ASIA PACIFIC

Nikkei lower as Manila soars to record

Tokyo

SELLING by investment trusts and European investors pushed share prices lower and the Nikkei average lost ground for the fourth consecutive trading day, writes Emiko Terazono in Tokyo.

The 225-issue index lost 92.61 at 20,835.58 as many investors remained on the sidelines ahead of today's settlement of September futures and options contracts, and release of the tankan, or quarterly report on business sentiment.

The Nikkei moved up to a day's high of 20,943.79 in the morning session, but fell to the day's low of 20,756.28 just before the close. Steel and oil shares were sold after the announcements of gloomy corporate news from leading companies in the sectors earlier in the week. However, some traders blamed the popularity of the second section and over-the-counter market, which was attracting funds away from the first section.

Volume contracted to 250m

shares from 297m, staying below 300m shares for the fourth day in a row. Declines outscored advances by 592 to 382, with 202 issues unchanged. The Topix index of all first section stocks receded 6.48 to 1,676.34, but in London the ISE/Nikkei 50 index rose 4.82 to 1,286.91.

The increase in new listings on the second section and OTC market has been supporting activity in the smaller markets. On Wednesday, turnover on the OTC market came to ¥55.5bn, rising above ¥50bn for the first time since June 1991. Traders said that Promise, the consumer finance company which became listed on the OTC on Tuesday, attracted investors.

Steel issues weakened on earnings fears, following Nippon Steel's downward profits revision on Tuesday. Four leading steel makers are scheduled to announce similar revisions today. Nippon Steel fell ¥18 to ¥342, NKK lost ¥5 to ¥294 and Kobe Steel retreated ¥8 to ¥300. Oil companies continued to

lose ground following reports of Nikko Kyodo's liquidation of its US subsidiary. Nikko Kyodo dropped ¥13 to ¥497 and Tonan ¥40 to ¥1,590.

Nippon Telegraph and Telephone lost ¥15,000 to ¥915,000 after its decision to cut long distance rates, while KDD, the international telecom company, surrendered ¥100 to ¥12,700. After the market closed KDD announced a cut in its overseas call rates.

In Osaka, the OSE average dipped 122.04 to 22,749.04 in volume of 38.5m shares. Ono Pharmaceutical shed ¥90 to ¥5,620 on profit-taking.

Roundup

PACIFIC RIM markets were mixed.

MANILA soared to a record high, the composite index rising 25.49 to 1,911.77, with the outlook for PLDT providing the spur. PLDT climbed 66 pesos to 1,410 pesos.

SEOUL was spurred sharply higher by aggressive buying by individual investors. The composite index rose 12.54 to 696.14

in turnover that picked up to Won428.9bn. Renewed rumours of a currency reform, which the government has strongly denied, and anticipation of economic boosting measures contributed to the day's gain.

HONG KONG saw moderate losses at the close, after a plunge in index futures helped to erase solid early gains. The Hang Seng index shed 20.37 to 7,686.76, after hitting an intra-day record of 7,683.63.

AUSTRALIA continued its downward slide, undermined by weaker gold and resource stocks, a lack of overseas interest and the sharp overnight fall on Wall Street. The All Ordinaries index finished 8.1 lower at 1,831.4 in light turnover of A\$388.4m.

NEW ZEALAND was hit by profit-taking, which left the NZSE-40 capital index 8.06 easier at 1,992.29.

BOMBAY picked up as the government sought to end the uncertainty that has beset the market in recent days. The BSE index rose 82.30 to 2,662.54 in a session shortened to one hour from the normal two.

FT-ACTUARIES WORLD INDICES														
Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co. and NatWest Securities Limited In conjunction with the Institute of Actuaries and the Faculty of Actuaries														
NATIONAL AND REGIONAL MARKETS														
WEDNESDAY SEPTEMBER 8 1993														
Figures in parentheses show number of lines of stock														
	US Dollar Index	Day's Change %	Pound Sterling Index	Yen Index	Dollar Index	Local Currency Index	Local % chg on day	Gross Div. Yield	US Dollar Index	Pound Sterling Index	Yen Index	DM Index	Local Currency Index	Year ago (approx)
Australia (80)	144.18	-0.3	138.74	96.28	121.35	145.65	-1.4	3.51	144.59	138.97	95.05	121.07	147.72	148.84
Austria (11)	173.38	-0.3	168.87	115.80	145.85	145.76	-3.1	1.33	173.39	172.42	117.23	150.20	150.38	180.43
Belgium (42)	148.82	-1.9	143.03	88.25	125.09	129.50	-0.7	4.44	151.43	145.55	95.54	126.79	130.14	156.78
Canada (107)	122.93	-1.1	118.31	82.09	103.46	117.36	-1.5	2.89	124.30	119.47	81.71	104.07	119.17	130.38
Denmark (32)	230.07	-1.0	221.42	153.85	183.85	208.50	-0.2	1.08	232.42	223.39	152.80	194.80	208.82	232.42
Finland (23)	108.48	-0.4	104.40	72.45	91.31	130.45	-0.5	0.81	108.01	103.82	71.01	90.44	130.06	118.56
France (87)	187.85	-1.0	181.54	112.09	141.27	150.14	-0.4	3.07	189.30	182.92	111.42	141.91	150.78	170.50
Germany (60)	126.49	-0.7	121.74	84.49	106.47	106.47	-0.2	1.98	127.38	122.44	83.76	106.86	108.86	128.77
Hong Kong (53)	302.14	+1.3	290.78	201.78	254.33	300.16	+1.2	3.75	311.20	303.82	40.23	51.24	58.15	62.98
Ireland (14)	170.00	-1.4	163.61	113.53	143.03	186.40	-1.4	3.36	172.34	165.65	113.30	144.30	168.76	175.06
Italy (70)	73.40	-2.7	70.84	49.02	61.79	85.85	-2.7	1.90	75.45	72.52	48.80	63.17	86.26	78.83
Japan (470)	138.29	-2.0	132.34	106.71	133.25	105.71	-0.4	0.78	161.48	155.18	106.15	135.21	106.15	165.91
Malaysia (59)	407.43	+0.9	392.12	272.08	342.95	289.04	-0.9	1.75	410.47	394.33	289.83	343.68	402.66	410.47
Mexico (19)	1771.58	+0.8	1704.97	1183.10	1491.15	602.74	+0.8	0.82	1758.01	1689.73	1155.72	1471.97	5978.74	1771.58
Netherlands (24)	162.00	-2.0	152.34	106.71	133.25	105.71	-0.4	3.75	161.48	155.18	106.15	135.21	106.15	165.91
New Zealand (13)	61.77	-0.9	59.45	41.26	52.05	59.42	-0.4	1.80	61.77	59.45	41.26	52.05	59.42	61.77
Norway (22)	171.59	-2.4	165.14	114.59	144.43	164.85	-2.2	1.60	175.84	169.01	115.80	147.24	168.44	177.31
Singapore (36)	230.40	-0.0	229.48	189.94	244.43	214.45	-0.1	1.81	230.23	229.25	191.00	243.26	214.82	229.55
South Africa (80)	170.93	-4.1	168.32	117.49	148.08	187.27	-2.8	2.78	183.41	176.28	120.57	152.62	215.28	144.72
Spain (34)	139.34	-0.4	134.68	83.46	117.79	138.41	-0.5	4.08	140.43	135.00	82.94	117.80	136.76	140.45
Sweden (36)	189.83	-1.8	179.81	124.77	157.26	220.78	-0.9	1.53	190.21	182.82	125.04	159.26	222.80	196.23
Switzerland (59)	136.19	-0.7	131.07	90.96	114.85	120.15	-0.3	1.81	137.18	131.85	90.19	114.85	120.15	136.04
United Kingdom (219)	190.52	-0.3	183.55	127.22	180.34	183.26	-0.1	3.53	191.03	183.61	125.57	159.94	183.61	181.03
USA (520)	188.83	-0.4	179.61	124.54	157.09	186.63	-0.4	2.75	187.43	180.15	123.22	159.94	187.43	189.19
Australia (748)	157.82	-0.8	151.70	106.27	132.68	146.13	-0.5	3.00	158.93	152.76	104.48	133.08	146.82	159.17
Canada (173)	127.81	-0.7	118.61	149.80	186.11	-0.7	1.34	180.10	173.10	117.10	123.10	138.52	150.90	157.51
Europe Pacific (714)	182.63	-1.1	185.42	118.61	149.80	186.11	-0.7	1.34	180.10	173.10	117.10	123.10	138.52	150.90
Asia-Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38	116.31	127.32	162.86	117.26
Europe Pacific (482)	180.49	-1.3	180.49	107.15	135.05	126.80	-0.4	1.99	182.35	180.38				